Premier's Council on the Status of Persons with Disabilities Action Plan

IMPLEMENTATION STRATEGIES

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Executive Summary

Background

The Premier's Council on the Status of Persons with Disabilities was created under government legislation assented to on May 27, 1988. A primary mandate of the Council is to "advise, report to and make recommendations to the Government on matters relating to the opportunity for full and equal participation of persons with disabilities in the life of the province" (Premier's Council on the Status of Persons with Disabilities Act, Section 3(1)(a)). The Council was given a ten year mandate.

The Council completed the *Action Plan* in the Spring of 1990. The *Action Plan* addresses policy in nine major areas including: a) training, b) employment, c) education, d) recreation, e) transportation, f), housing, g) accessibility, h) personal supports, and i) financial supports. Access to information is a tenth area of concern. In total 114 recommendations were made affecting 12 government departments. A major premise of the *Action Plan* is "a disability should not deny anyone access to the same services, rights and responsibilities as others."

Government Response

It is recommended that government consider a three stage approach to implement the Premier's Council *Action Plan*. Phase One includes:

- identification of recommendations implemented by various departments,
- identification of five short-term high priority areas in which extensive work can be accomplished, and
- completion of a communications plan.

Twenty-eight recommendations already implemented by various departments will provide a basis for further implementation of the *Action Plan* .

The five short-term high priority areas in which work is progressing, include: a) the Coordinated Home Care Program by Alberta Health which is being extended to those under 65 years, and the program will become more generic for home care health and support services to persons with physical disabilities; b) the Alberta Aides to Daily Living Program is being reviewed by Alberta health and an RFD is in process to add benefits for other types of disabilities or to expand eligibility for benefits; c) the Community Supports Unit Task Force has been created and is working to create a single, consolidated structure for accessing personal supports; d) Alberta Education is proceeding with the development of provincial policy on integration of special needs students; and e) Alberta Career Development and Employment, Alberta Family and Social Services and Alberta Advanced Education are working at consolidating services available under the Vocational Rehabilitation for Disabled Persons programs.

An inter-departmental communications plan will confirm government's policy on disabled persons, its intent to coordinate better its services to these clients, and the process the government intends to use to implement the remainder of the Premier's Council *Action Plan.*

During Phase Two an inter-departmental Assistant Deputy Minister Action Plan Coordinating Committee is recommended as the primary means to draft a comprehensive government response to the *Action Plan.* The working Coordinating Committee will:

- recommend which of the remaining 86 recommendations can be implemented, in what sequence, how, and by whom;
- monitor and evaluate the implementation of the Premier's Council *Action Plan;*
- identify, with the Premier's Council, any required modifications to the Council's *Action Plan;*
- ensure inter-departmental communications and cooperation, and
- keep the public informed about implementation progress.

The committee will report directly to the Honourable Jim Dinning, Minister responsible for the Premier's Council, who will report directly to the Premier. The chair of the committee will be appointed by Mr. Dinning.

Because the Premier's Council *Action Plan* is very extensive, it is expected that Phase Three will address implementation of any remaining key aspects of the *Action Plan* over the longer term. The specific components of Phase Three will be determined during Phase Two. The Premier's Council is expected to continue to assist and advise government departments in working out the operational details during implementation of the *Action Plan* over the remainder of its mandated term.

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Premier's Council on the Status of Persons with Disabilities
Action Plan

Implementation Strategies

Background

The Premier's Council on the Status of Persons with Disabilities was created under government legislation assented to on May 27, 1988. A primary mandate of the Council is to "advise, report to and make recommendations to the Government on matters relating to the opportunity for full and equal participation of persons with disabilities in the life of the province" (Premier's Council on the Status of Persons with Disabilities Act, section 3(1)(a)). The Council was given a ten year mandate. The complete text of Bill 1 is attached as Appendix A.

The Council completed its *Action Plan* in the Spring of 1990. The *Action Plan* addresses policy in nine major areas and also considers access to information as a tenth area of concern. In total, 58 recommendations are presented in the *Action Plan* . Analysis of the *Action Plan* and departmental responses to it resulted in an additional 56 supplemental recommendations being identified wherever a recommendation required separate and distinct actions by a department. In total 114 recommendations for government consideration are identified. These recommendations are related to the operation of 12 government departments. Appendix B describes the 114 recommendations and departmental responses to each.

The *Action Plan* is based on extensive consultation with professionals, government officials, and community stakeholders, including 125 written and oral submissions. The major principles guiding the Council include: citizenship, choice, consultation, support and equity of opportunity. A major premise of the *Action Plan* is "a disability should not deny anyone access to the same services, rights and responsibilities as others."

It is assumed here that the Government of Alberta supports the recommendations contained in the Premier's Council *Action Plan* and is interested in seeing those recommendations implemented.

A strategy for implementation of the recommendations presented in the Premier's Council *Action Plan* is presented below. This implementation strategy is organized into three phases. Phase One identifies the recommendations that have been implemented, five high priority areas in which extensive work is occurring, and a communications plan. Phase Two recommends the formation of an inter-departmental coordinating committee to modify and coordinate government implementation of the plan over a three year period. Phase Three addresses government implementation and/or modifications to the plan over the duration of the Council's mandate to 1998.

Chart 1 below shows the three phases of the implementation strategy over the term of the Premier's Council.

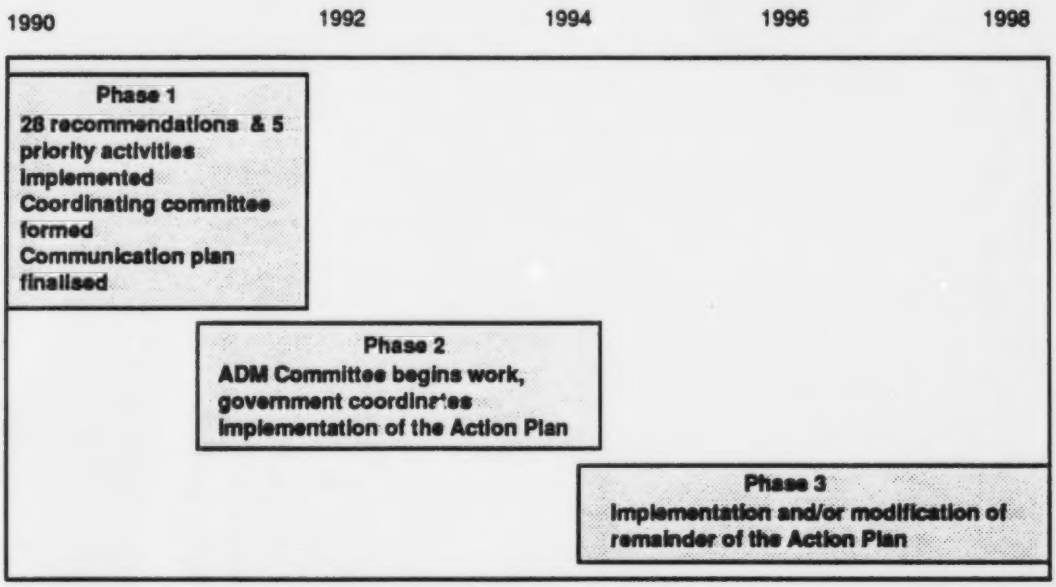

Chart 1
Implementation Phases

Phase One: Policy Confirmation and Short-Term Actions

Phase one consists of three components, including: identification of the *Action Plan* recommendations that have been implemented, specifying five high priority areas in which significant gains can be made in the short-term, and development of a communications plan defining government reaction to the *Action Plan*.

Phase One -- Component One

The Premier's Council *Action Plan* was released during a time when the social and political environment was sensitive to the need for change in services to disabled persons. Alberta Family and Social Services (FSS), Alberta Health and other departments were in the process of responding to the earlier released Brassard Report, *Claiming My Future*, a report which is in sympathy with the intents of the *Action Plan*. In addition, Alberta Education was completing a major review of special education. Consequently, background work to realize the implementation of several important *Action Plan* recommendations is already well established in several areas.

To give some preliminary indication of the implementation status of the recommendations, the degree to which *Action Plan* recommendations have been implemented, were in the process of implementation, or have no work commenced for implementation is defined in Table 1. Twenty-eight of the recommendations have been fully implemented. Fifty-eight are in process and are partially implemented. Eighteen have not been addressed at all, and ten are under review or the implementation status is unclear at this time. The disposition of the recommendations is the subject of ongoing discussions with department representatives, hence this data will change as departmental responses are verified and as departments continue to respond to the *Action Plan*.

Table 1

Recommendations: Implementation Status x Department

Department \ Status	Fully Implemented	In Process	No Work Commenced	Under Review or Unclear
Advanced Education	1	3	1	0
Career Development	0	11	0	0
Culture	1	1	0	0
Economic Development	1	0	0	0
Education	8	11	2	0
Family & Social Services	0	4	3	0
Health	0	9	2	3
Labour	14	2	5	5
Municipal Affairs/Housing	0	9	5	2
PWSS - Lotteries	0	1	0	0
Recreation & Parks	0	3	0	0
Transportation & Utilities	3	4	0	0
TOTAL	28	58	18	10

Twenty-eight of the 114 *Action Plan* recommendations have already been implemented. Included in this set are the following:

Training

- **Students' Finance Board** -- The Students' Finance Board under Alberta Advanced Education has re-examined its role regarding support for disadvantaged students. Total assistance to disadvantaged students studying on a full time basis was recently increased from $12,000 to $13,500 per academic year. Special disability cost grants (up to $2,000 a year) are also available. An Interdepartmental Adult Student Aid Committee to coordinate provincial policy development and delivery of student aid is planned (recommendation 1.7).

Employment

- **Business Program** -- Economic Development and Trade has finalized plans for a financial assistance program. This will allow disabled persons funding to start or expand an existing business (recommendation 2.7).

Education

- **Barrier-Free School Buildings** -- Alberta Education has developed guidelines to assist school jurisdictions to provide school buildings that are barrier-free. Funding for handicapped facilities is available under the Building Quality Restoration and Modernization programs (recommendation 3.1.1).

- **Early Childhood Services** -- Alberta Education policy has been revised to ensure the acceptance of all children with disabilities in the age group served by an Early Childhood Services operator (recommendations 3.1.2).

- **Testing and Assessment Supports** -- Alberta Education has initiated a Testing and Assessment Advisory Committee and has begun testing and assessment workshops. A testing and assessment handbook and a teachers' guide for identifying and intervening with students "at risk" socially, emotionally or psychologically have been completed (recommendation 3.1.4).

- **Assessment Follow-up** -- Alberta Education advocates, as generally accepted practice, that school boards must provide for a child's special needs as identified in preschool assessments, and this must be reflected in the Individual Program Plan (recommendation 3.1.5).

- **External Assessments** -- External assessment information should be considered by school jurisdictions as one indicator of student needs (recommendation 3.1.6).

- **Program Design** -- Student and parent involvement in educational program design is provided for by the requirement for Individual Program Plans for all special needs students (recommendation 3.1.11).

- **Program Supports** -- Alberta Education provides for the equitable allocation of resources, supports and inservice programs to assist teachers and teacher aides with curricular and instructional techniques for students with disabilities (recommendation 3.1.13).

- **Inservice Packages** -- Alberta Education has developed resources and inservice packages for teaching the gifted and talented, learning disabled, behaviour disordered, the development of Individual Program Plans and the integration of special needs children in regular classrooms. The Department will continue to work with the Alberta Teachers' Association and Advanced Education to better equip teachers to educate disabled persons (recommendation 3.6).

Recreation

- **Senior Staff Assignment** -- Alberta Culture and Multiculturalism has assigned a senior staff member (the Director, Policy and Planning), to be responsible for development and implementation of the barrier-free policy (recommendation 4.4).

Transportation

- **Barrier-Free Transportation Advisory Committee** -- Alberta Transportation and Utilities has established a stakeholder-based advisory committee to assist in the development and implementation of its policy on barrier-free transportation and mobility in the province (recommendation 5.4).

- **Transportation Advisory Committee Chair established** -- Alberta Transportation and Utilities has designated an Assistant Deputy Minister to chair the Department's steering committee and the Advisory Committee on Barrier-Free Transportation (recommendation 5.5).

- **Transportation and Utilities Responsiveness to Action Plan** -- Alberta Transportation and Utilities has taken a leadership role and is working to ensure that the substantial funds currently provided by the Department meet the needs of the disabled (recommendation 5.7).

Accessibility

- **Alberta Building Code Revisions** -- Alberta Labour has completed its review of the 1990 Alberta Building Code and its recommendations include changes that respond to *Action Plan* recommendations 7.1.1 to 7.1.16 inclusive except for recommendations 7.1.8 and 7.1.11 which are currently under review.

Phase One -- Component Two

In addition to those activities already started, five short-term initiatives are proposed. These areas represent important *Action Plan* initiatives that can be implemented in the short term and include the following. It is proposed that most of these areas be fully implemented during Phase One.

- **Coordinated Home Care Program** -- Recommendations 8.3.1 through 8.3.3 address the Coordinated Home Care Program as a "single source of personal supports" for those with long-term care needs. *The Action Plan* envisions a Home Care Program which will provide medical and non-medical supports, in their homes, to an expanded clientele group under the age of 65. The need for many people under 65 is primarily for non-medical supports, but the need is desperate in many cases. Alberta Health has initiated an RFD to expand eligibility criteria to people under 65 years.

A three-year transition strategy is being developed jointly by Alberta Health and Alberta Family and Social Services. The Coordinated Home Care Program would become a more generic program for home care health and support services, with persons with physical disabilities (both seniors and younger people) as the primary target group.

- **Alberta Aids to Daily Living Program** -- A second area concerning recommendation 8.3 in which significant action is proposed is the Alberta Aids to Daily Living Program (AADL). This program is being reviewed by Alberta Health and the recommendations coming out of that review are in line with the Action Plan. Certain exemptions from cost sharing are proposed to be removed and many low cost items are to be eliminated. A Request for Decision (RFD) has been submitted to support the recommendations. Funds realized through the implementation of these cost-cutting recommendations would be used to support the other recommendations including the adding of benefits for other types of disabilities or to expand eligibility for benefits.

- **Community Supports Unit** -- A third area of intensive work is the Community Supports Unit Task Force established in response to recommendations 8.1 and 8.2 in the *Action Plan*. There are also implications for recommendations 8.3 through 8.5. The mandate of the Task Force is to "establish a new approach to the provision of supports to persons with disabilities by developing a single, consolidated Community Supports Unit." This inter-departmental Task Force has been created and is currently working toward this end. The Chair is the Assistant Deputy Minister, Planning and Information Services, Alberta Education.

- **Policy on Special Needs Students** -- A fourth area of intensive and progressive work deals with the development of policy on integration of special needs students by Alberta Education. This topic is a priority of the Premier's Council (recommendation 3.1). A *Special Education Review* has been completed and a plan is being developed to accomplish needed changes in the provision of services to special needs students. A discussion paper outlines current policy, practice and inter-relationships with funding. The intent is to clarify philosophy, procedures and funding.

This task area is also a high priority of Alberta Education and will ultimately result in a provincial policy on integration of special needs students.

- **Vocational Rehabilitation for Disabled Persons (Training) Program** -- Training represents a fifth and final set of high priority short term recommendations. Action Plan recommendations 1.1 through 1.10 are addressed to Alberta Career Development and Employment (CDE), Alberta Family and Social Services, and Alberta Advanced Education. Of the ten recommendations addressing training, all are either partially or fully implemented. Consolidation of Vocational Rehabilitation for Disabled Persons (VRDP) programs under CDE is a major thrust in this area. Although a good start has been made, some of the recommendations will require a one to two-year implementation time, and thus will need to fall under an overall *Action Plan* coordination process.

Phase One -- Component Three

The final component of Phase One involves a government **communications plan** confirming its policy position on disabled persons and its intent to coordinate better government services to these clients. This communications process will identify *Action Plan* recommendations implemented to date, the priority areas where substantive work is occurring, and the process government intends to use to implement the remainder of the Premiers' Council *Action Plan*. The communications plan will be coordinated by Alberta Education through the Minister of Education in conjunction with communications branches in each of the affected departments. The communications plan is detailed in Appendix C.

Phase Two: Assistant Deputy Ministers Coordinating Committee

An inter-departmental **Assistant Deputy Minister Action Plan Coordinating Committee** is recommended as the primary means to draft an overall government response to the Premier's Council on the Status of Persons with Disabilities *Action Plan.*

The Family and Social Services response to the *Action Plan* made the observation that "A clear and consistent process across all departments affected by the *Action Plan* must be established for seeking approvals from the Social Planning Committee of Cabinet and Treasury Board." This committee should have a high potential to influence decision-making within departments and to affect and effect decisions regarding the nature of inter-departmental relationships. The committee, therefore, should include ADMs from the following departments:

Advanced Education
Career Development and Employment
Culture and Multiculturalism
Economic Development
Education
Family and Social Services
Health
Labour
Municipal Affairs and Housing
Public Works, Supplies and Service--Lotteries
Recreation and Parks
Transportation and Utilities.

The committee will report directly to the Honourable Jim Dinning, Minister responsible for the Premier's Council. Mr. Dinning will report directly to the Premier. The chair of the committee will be appointed by Mr. Dinning. An organizational chart displaying these relationships is shown in Figure 1.

Relationships With Other Committees

The FSS response to the *Action Plan* noted that an inter-departmental committee had been struck in February, 1990, to respond to the Brassard Report, *Claiming My Future*.

This committee's mandate was expanded in the Spring, 1990 to include discussion of the *Action Plan*. The committee was made up primarily of middle level management. As a result, this group of individuals has a good working knowledge of the two related reports and an excellent knowledge of the "front line" nature of their departments' operations. The experience and insights of the FSS initiated inter-departmental committee should be available to the Coordinating Committee, consequently, the membership of this group is defined in Appendix D. Various other departments have established committees to begin work in this area, and one of the roles of the ADM Committee will be to liaise and coordinate as appropriate the work of these committees, as well as the Community Supports Unit Task Force.

Assistant Deputy Ministers Committee Terms of Reference

The immediate task for the Assistant Deputy Minister Action Plan Coordinating Committee (APCC) will be to review progress relative to the high priority short-term initiatives identified in the opening section of this document in order to get a sense of progress achieved to date. The major mandate of the Committee will be to coordinate further government action in response to the *Action Plan* in an optimally efficient and effective manner. The committee's initial mandate will be for a three year period. After this time, the committee may continue its work or may be terminated. The terms of reference for the committee will include:

- recommending which of the remaining 86 recommendations can be implemented, in what sequence, how and by whom;

- identifying a means to monitor and evaluate the successful implementation of the Premier's *Action Plan;*

- identifying, with the Premier's Council, modifications required to the Council's *Action Plan;*

- ensuring that cooperation and inter-departmental communication is maintained; and,

- undertaking measures required to keep the public informed of implementation progress.

The long range work of the APCC will reflect the overall distribution of recommendations in the *Action Plan* described in Table 2, which displays the distribution of the *Action Plan's* 114 recommendations, ranked by frequency, for each department.

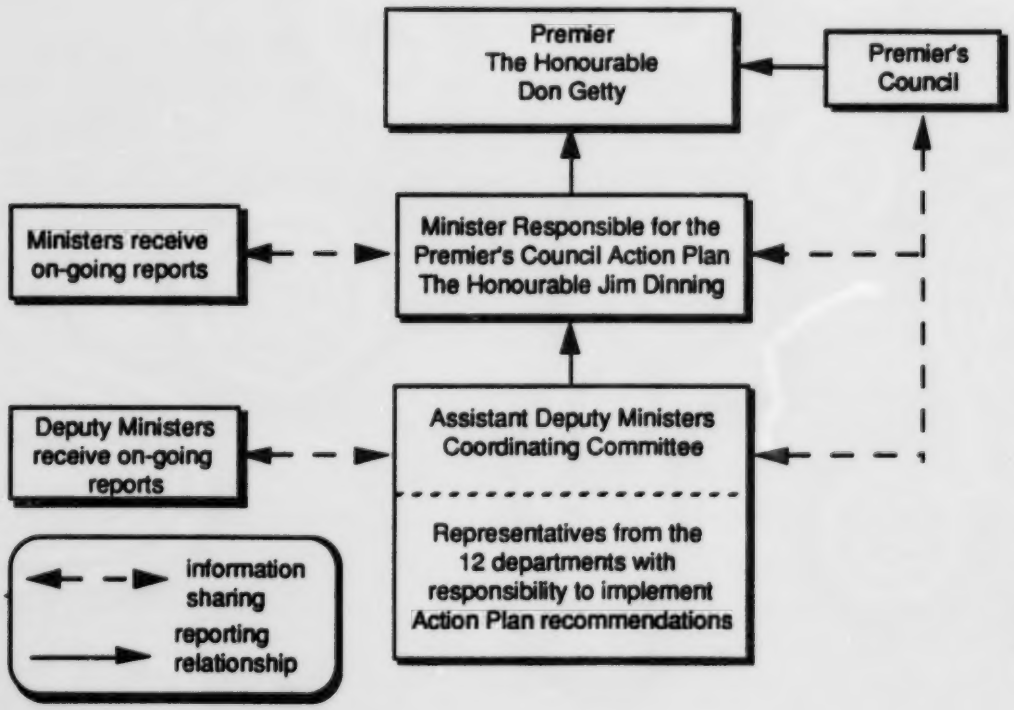

Figure 1
Assistant Deputy Ministers Action Plan Coordinating Committee
Organization Chart

Table 2

Number of Recommendations by Department

Labour	26
Education	21
Municipal Affairs and Housing	16
Health	14
Career Development and Employment	11
Family and Social Services	7
Transportation and Utilities	7
Advanced Education	5
Recreation and Parks	3
Culture and Multiculturalism	2
Economic Development	1
PWSS - Lotteries	1
TOTAL	114

Implementation Timelines

During its three-year term, the coordinating committee will recommend government response to the high priority short-term initiatives of the *Action Plan*, and will address the longer-term recommendations targeted for 1991 and beyond. Thirty-four per cent of the *Action Plan* recommendations are targeted for 1990. Forty-nine percent apply in 1991, 12% in 1992 and 5% in 1993 and beyond. Table 3 shows the distribution of recommendations by department and by year of intended implementation. Clearly, some of the recommendations targeted for 1990 will not be implemented and the timelines for many recommendations may need to be extended.

Table 3

Number of Recommendations by Year and Department

Department	1990	1991	1992	1993>
Education	2	17	1	1
Advanced Education	2	0	3	0
Career Development	1	8	1	1
Culture	1	1	0	0
Economic Development	0	1	0	0
Family & Social Services	3	3	1	0
Health	5	4	3	2
Labour	3	20	2	1
PWSS - Lotteries	1	0	0	0
Municipal Affairs/Housing	15	0	1	0
Recreation and Parks	2	0	1	0
Transportation	4	2	1	0
TOTAL	39	56	14	5

Phase Three: Further Implementation of the Recommendations

Continued Implementation

Since the Premier's Council *Action Plan* is very extensive, it is anticipated that some eight years are required to achieve significant implementation of all of the key aspects. The exact ways in which this final phase will be handled will be established in Phase Two.

The Role of the Premier's Council

The Council has been sensitive to the fiscal realities of the times and assumes there will be no short-term large infusion of funds into the system, but anticipates a need for additional money to be added to the system in the future. However, this should not be construed to mean that the Council expects all existing programs to continue operating with the same budgets. Inherent in its call for reallocation of funding is the expectation that programs designed to facilitate independence for people with disabilities will be given a higher priority within departments. The result may be shifts in funding from lower to higher initiatives.

The Council plans to continue to assist and advise government departments in working out the operational details during implementation of the *Action Plan* over the next decade. The long term role of the Premier's Council might include monitoring and advising on the program and policy decisions effected by the coordinating committee, a function that falls within the legislative mandate of the Council. The Premier's Council would periodically table reports with the coordinating committee providing critical analysis of the degree of implementation and effectiveness of government responses to the *Action Plan.*

Alberta Education
Planning and Information Services Division
Policy and Evaluation Branch
March 6, 1991

APPENDIX A

PREMIER'S COUNCIL ON THE STATUS OF PERSONS WITH DISABILITIES ACT

PREMIER'S COUNCIL ON THE STATUS OF PERSONS WITH DISABILITIES ACT

CHAPTER P-14.5

(Assented to May 27, 1988)

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HER MAJESTY, by and with the advice and consent of the Legislative Assembly of Alberta, enacts as follows:

Definitions

1 In this Act, "Council" means the Council established under section 2.

Council

2 There is hereby established the Premier's Council on the Status of Persons with Disabilities consisting of the persons appointed under section 4.

Activities and powers

3(1) The Council may

(a) advise, report to and make recommendations to the Government on matters relating to the opportunity for full and equal participation of persons with disabilities in the life of the Province;

(b) encourage public discussion through public consultation on all matters relating to the status of persons with disabilities;

(c) prepare communication packages containing information respecting disabilities and persons with disabilities;

(d) identify and review current and emerging issues and policies at all levels of government affecting and concerning the status of persons with disabilities;

(e) review the provision of funding, services and programs to persons with disabilities;

(f) make referrals and recommendations to and consult and collaborate with all levels of government, government agencies, volunteer associations, businesses, universities and other persons on matters affecting and concerning the status of persons with disabilities.

(2) The Council shall carry out any activity including or in addition to those referred to in subsection (1) that the Premier considers appropriate.

(3) The Council in carrying out its activities under subsection (1) or (2) may

(a) receive and hear petitions and suggestions respecting the status of persons with disabilities from individuals and groups,

(b) undertake research on matters relevant to the status of persons with disabilities,

(c) appoint subcommittees consisting of members and other persons who are not members of the Council, and

(d) publish from time to time such reports, studies and recommendations as the Council considers necessary.

Members of Council

4(1) The Council shall consist of not more than 15 members appointed by the Lieutenant Governor in Council.

(2) Not more than 2 of the members of the Council may be members of the Legislative Assembly.

(3) The Lieutenant Governor in Council may appoint one of the members to chair the Council.

(4) A person appointed to the Council holds office for a term of not more than 3 years as prescribed in the appointment.

(5) The members of the Council may be paid

(a) remuneration at a reasonable rate prescribed by the Lieutenant Governor in Council, and

(b) their reasonable travelling, living and other expenses incurred in the course of their duties as members in accordance with an order respecting expenses made by the Lieutenant Governor in Council.

(6) A member of the Council continues to hold office after the expiry of the member's term of office until

(a) reappointed,

(b) a successor is appointed, or

(c) a period of 3 months has expired,

whichever occurs first.

(7) A member of the Council is eligible for reappointment.

Staff

5 In accordance with the *Public Service Act*, there may be appointed the employees required to conduct the business of the Council.

By-laws and meetings

6(1) The Council, with the approval of the Premier, may make by-laws for the conduct of the business and affairs of the Council.

(2) The Council shall meet at least 4 times in each fiscal year.

(3) A majority of the members appointed constitutes a quorum at a meeting of the Council.

Annual report

7(1) Before September 30 in each year, the Council shall submit to the Premier an annual report consisting of a general summary of its activities during the previous fiscal year.

(2) On receiving a report under subsection (1), the Premier shall lay a copy of it before the Legislative Assembly if it is then sitting or, if it is not then sitting, within 15 days after the commencement of the next sitting.

Expiry

8 *This Act expires on July 1, 1998 unless it is continued for a further period by an order of the Lieutenant Governor in Council.*

APPENDIX B

DEPARTMENTAL RESPONSES

N.B. THESE RESPONSES CONTINUE TO BE REVISED AFTER CONSULTATION WITH THE RESPECTIVE DEPARTMENTS

DRAFT
Revised 6/3/91

PREMIER'S COUNCIL ON THE STATUS OF PERSONS WITH DISABILITIES: A ROLL-UP OF DEPARTMENTAL RESPONSES TO ACTION PLAN RECOMMENDATIONS

Alberta Education
Planning & Information Services Division
Policy & Evaluation Branch
March 1991

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PREFACE

This Roll-Up Report is a continuation of a series of compilations of departmental responses to the recommendations outlined in the Premier's *Action Plan* on the Status of Persons with Disabilities.

In April, 1990 the Premier asked Provincial government departments whose responsibilities are directly related to the recommendations in the *Action Plan* to provide responses to these recommendations.

The departments' responses include current or proposed initiatives that relate to these recommendations; timeframe (where available) for implementing the initiative or recommendation; as well as general comments, observations, issues and concerns that need to be addressed in order to facilitate implementation of the *Action Plan* recommendations.

Some departmental cost information (where available) on the recommendations has also been included.

The status of the *Action Plan* recommendations is also noted in the Roll-Up Report. Recommendations noted as "Fully Implemented" means the recommendation intents have been achieved as a result of department action(s). "In Process" means a department has begun implementation of the recommendation, but achievement of the recommendation intents will require time or effort. "No Work Commenced" indicates a department has taken no action to implement the recommendation.

"Under Review or Unclear" indicates a department is either studying the recommendation as a prerequisite to defining its position vis-a-vis the recommendation, or the department's response is unknown, unspecified, or otherwise unclear at this time.

Many thanks to all the Ministers, departments, the Premier's Council and the Seniors Advisory Council for their responses and comments.

SUMMARY

In March, 1990 the Government of Alberta released an *Action Plan*, published as a report of the Premier's Council on the Status of Persons With Disabilities. The *Action Plan* contained a number of specific recommendations that addressed government policy in ten major areas: Training, Employment, Education, Recreation, Transportation, Housing, Accessibility, Personal Supports, Financial Supports, and Information.

These ten areas have been identified by the Premier's Council as affecting persons with disabilities in Alberta, and to which government action could be directed to implement the recommendations in the *Action Plan*.

Alberta government departments with responsibilities directly related to the *Action Plan* reviewed the recommendations associated with their respective departments and provided responses, which have been compiled and produced here as one document. These departmental responses, if approved by Cabinet, would constitute the government's reaction and response to the *Action Plan*.

Following is a summary (organized by the ten major areas) of the departmental responses to the recommendations from the *Action Plan* that will require some action by the government.

1. TRAINING

Description
The primary focus of the recommendations here is the "training for employment and removing barriers to accessing training, so that persons with disabilities will be prepared to participate equitably in the job market." The Departments of Career Development, Family and Social Services, and Advanced Education have primary responsibilities for implementing the recommendations.

Highlights of Departmental Responses
- internal task force in Career Development currently reviewing policy issues;
- provision of employment preparation and placement services for persons with disabilities across the province;
- of the 2,700 with disabilities in the system, a minimum of 33% are no longer in segregated facilities;
- a permanent position has been identified in FSS to take responsibility for non-vocational training services;
- the Students' Finance Board of Advanced Education has re-examined its role and that of Career Development and Social Services regarding support for disabled students;
- increase in the total assistance to disadvantaged students studying on a full-time basis;
- commencement of new downtown campus offerings in sign language interpreter training by Grant MacEwan College in 1993 or 1994;
- research project completed in cooperation with the University of Alberta to identify the kinds of special support services required by hearing impaired students.

Some Comments & Issues Noted by Departments
- transfer of funds and responsibilities from FSS to CDE. Development of vocational services policy would also be necessary given that services are transferred from FSS to CDE;
- impact of integrating programs and services without limiting necessary services for persons with disabilities needs to be examined;
- CDE will be assuming responsibility for only those persons whose objective is employment;
- congruency of the recommended direction with other reports such as *Claiming My Future;*
- operational considerations including financial and manpower impacts at both corporate and delivery levels;
- new funding will be required to support a significant increase in services available to disabled students at post-secondary institutions.

2. EMPLOYMENT

Description
The Premier's Council believes that "employment is an important key to independence," and that, this "has not been sufficiently emphasized for persons with disabilities." To improve employment for persons with disabilities, the Council recommended that "policies be developed and implemented on provincial employment equity and provision of supports needed to access and maintain employment." The recommendations are directed at the Departments of Career Development, Labour (including the Personnel Administration Office - PAO), Economic Development and Trade, and Social Services.

Highlights of Departmental Responses
- development of supports for employment policy underway in CDE;
- Section 36 of the Employment Standards Act should only be deleted if satisfactory alternatives are developed by Career Development;
- provision of employment preparation and services by contracts with 42 agencies across the province. In 1989-90, budget expenditures were $15 million to serve approximately 2,700 people;
- recommend seeking the support of the Management Policy Committee of Cabinet to expand the employment equity program, including appropriate budget increases;
- VRDP does not provide equally for all disability groups, and has not made full use of the expanded provisions in the most recent agreement;
- should funding be limited, a financial business assistance program by Economic Development could be initially targeted at disabled persons as a means of piloting new initiatives such as micro loans for new, small business ventures;
- concur that Special Placement Program be changed to Work Experience Program.

Some Comments & Issues Noted by Departments

•to increase the employment rate of persons with disabilities would require targeting of persons still in the education system, those who have dropped out of the labour market and those already employed but who wish to prepare for career advancement;

•it may be necessary to provide training, as many of the disabled lack the skills for advancement. To ensure continued effectiveness, PAO would require additional staff and resources;

•it is recognized that the specialized needs of the disabled may require additional resources. In this light, it has been noted that, "without the supplementing of existing manpower budgets, the reallocation of resources away from programme budgets or, preferably, the provision of resources from the appropriate line ministries responsible for services to the disabled may be difficult";

•the development of an employment equity program is appropriate, and would be for women, visible minorities, natives and the disabled. The City of Calgary has taken steps to implement municipal employment equity program.

3. EDUCATION

Description

Because of "fragmented and uncoordinated services, funding issues, and inadequate teacher preparation and support," the Premier's Council maintains that Alberta school jurisdictions may not be able to meet the needs of some students with disabilities. To address some of these issues, the Council recommends, among others that schools "emphasize integration as the first option" for disabled students, "focus on increased accessibility of schools, improve the assessment and appeals processes and support for teachers," and provide "better methods of accountability for special education funds." These recommendations have broad implications for the Department of Education.

Highlights of Departmental Responses

•Alberta Education has developed guidelines to assist school jurisdictions to provide school buildings that are barrier free;

•A $700 million commitment by the department to the construction and modernization of schools over the next five years includes a commitment to a barrier free environment;

•Early Childhood Services (ECS) policy has been revised to reflect the acceptance of all children with disabilities in the age group served by an operator;

•supports (including leadership, inservice workshops and kits) for the placement of special needs students in integrated settings which best meets their needs;

•a set of "user friendly" checklists, questionnaires and tests to facilitate the identification of "at risk" students will be available for school jurisdictions;

•cooperative work with the universities need to occur to provide the relevant training in special education for teachers;

•the Special Education Review, a major study, addresses areas of service coordination, student performance standards and outcomes, school board accountability of funds designated for students with disabilities, etc;

•department will develop a communication plan and clarify mediation role for consultants in regional offices regarding student appeal process;

•curriculum and standards for teacher training are primarily the responsibility of the university faculties of education. Advanced Education proposes a need to convene a seminar with Alberta Education and the universities on expectations, competencies and standards involved in preparing teaches to work with disabled students in regular classrooms;

Some Comments & Issues Noted by Departments

•some of the recommendations are matters of local decisions, and the department has no way to control actions of school jurisdictions;

•regular and special education teachers seem ill-prepared to adjust there teaching to accommodate different learning styles;

•agree that education is the key; however, there does not appear to be any mention of training teachers to meet the special needs of the disabled.

4. RECREATION

Description

"Integration/segregation of facilities and events in the areas of culture, recreation and sports" are key areas for implementation. The Departments of Recreation and Culture and Multiculturalism are urged, among other recommendations, to "develop minimum standards for barrier free design and access to publicly funded parks and recreation facilities," and to "include the needs of people with sensory disabilities for access to cultural events."

Highlights of Departmental Responses

•Recreation & Parks has established a committee to develop barrier-free design standards;

•developing minimum standard for access for the disabled in the Provincial Parks Service, and standard will be applied throughout department owned facilities in provincial parks and recreation areas, as well as in all new construction;

•existing facilities in Recreation & Parks will be modified over time through existing redevelopment and upgrading program;

•determining the feasibility and cost of modifying certain performing arts facilities to make them more accessible to the hearing impaired;

•Alberta Culture is assessing how the access of the Jubilee Auditoria for the hearing impaired can be improved;

•within network of 16 provincial museums, historic sites, interpretive centres and archives, measures have been taken to assist visitors with disabilities;

•facilities such as the Royal Tyrell Museum and the Reynolds and Remmington Museums, which are under construction, meet or will meet the building code standards for access;

•both departments have assigned senior staff members to be responsible for the development of the barrier free policy.

Some Comments & Issues Noted by Departments

- mandatory application of minimum standards for disabled access will result in requests for significant increases in grant funding to cover additional costs. Of particular concern would be the application of mandatory standards to existing facilities;
- for Alberta Culture, a significant increase in the level of service delivery to the disabled cannot be achieved without additional resources or without taking away from other programmes;
- retrofitting all facilities to accommodate the demands of the limited number of the sensory impaired which could benefit would run into the millions of dollars for capital costs with additional ongoing operating and manpower costs;
- the needs of the disabled vary considerably according to the type and degree of disability;
- dialogue with the disabled is necessary to determine where deficiencies exist and what changes can be made.

5. TRANSPORTATION

Description

To promote accessibility within municipalities in the province, the Council advocates a "provincial policy on barrier free mobility, including the development of barrier free standards for transportation and pedestrian environments." To this end, the Department of Transport is directed to "examine several options to meet the transportation needs of Albertans, including accessible public transportation, adapted private vehicles and parallel transit systems."

Highlights of Departmental Responses

- Minister has appointed an Advisory Committee on Barrier Free Transportation, with representation from the disabled community,urban and rural municipalities and industry;
- work is already underway with municipalities to develop common standards of accessibility for new bus purchases;
- the required amendments to the Highway Traffic Act are in drafting for introduction in the Spring of 1991;
- proposals to any changes to the existing grant programs will be made as part of regular review. An RFD will be submitted for this purpose for implementation in 1992/93;
- the appointment of a senior person to work with and chair the Advisory Committee on Barrier Free Transportation, and to coordinate activities with disabled groups, municipalities, industry, and within the department.

Some Comments & Issues Noted by Departments

- simple adoption of a barrier free transportation policy without careful consideration could have a significant cost implications;
- some recommendations are longer term, and will be implemented through a number of specific initiatives over time.

6. HOUSING

Description

The *Action Plan* recommendations for housing separates shelter needs from support needs for the disabled. The focus here is on shelter, and it includes such issues as "the range of options available (e.g., apartments, cooperatives, group homes, room and board), location of appropriate housing, and access to amenities and services or programs". Recommendations, mainly directed at the Department of Municipal Affairs and Housing focus on "improved accessibility, changes in rent subsidies, and increased availability of transitional housing."

Highlights of Departmental Responses

- should be possible to develop a draft housing policy by October 1991, but will not include all of the elements suggested by the Council;
- increasing the requirement from 5% (as required by CMHC for each program) to 10% for barrier-free housing will increase capital costs;
- the 1990 Alberta Building Code will increase the number of adapted units required for public housing projects to a level of at least 10% for most projects;
- a major review of all income support and housing subsidies programs would be needed to properly evaluate a shelter allowance approach;
- forcing a change in the way development permits are processed by municipalities interferes with local autonomy, and goes against the philosophy of the Planning Act;
- Housing Division of Municipal Affairs will set up and participate on a cross-disability advisory committee to address issues related to housing for persons with disabilities.

Some Comments & Issues Noted by Departments

- recommendations do not give much recognition to the important role of the private sector in the provision of housing for persons with disabilities;
- research underway to quantify the need for housing for persons with disabilities;
- there appears to be no clarification as to the various types of accommodation needs recommended by the Council;
- establishing membership in a cross-disability advisory committee to assist in developing a housing policy for disabled persons will be difficult due to the large number of groups advocating interests of various groups of people with disabilities;
- possible conflict between Council recommendations and "market" (e.g., some of the changes suggested will have a significant impact on construction costs for small apartments; private builders may not be willing to take on these additional costs with major impacts on the rental market);
- group homes are an issue with residents in all municipalities. The cities of Calgary and Edmonton Planning departments would have serious concerns with being forced by legislation to amend zoning by-laws so that group homes are categorized as "Permitted Use", rather than "Discretionary Use" within residential areas;
- since most adapted housing is now in the public non-profit domain and is subsidized, choice is somewhat limited. However, a shelter allowance approach raises the issue of double subsidization of people who occupy these units;
- it is estimated that the Home Adaptation Program take-up for making homes accessible to persons with all types of disabilities would increase fivefold and 1989-94 program grant costs would increase from $9.3 million to $43.4 million if recommendation is implemented.

7. ACCESSIBILITY

Description

The Alberta Building Code is open for revision in 1990. The Council placed heavy emphasis on "supporting the recommendations for the Barrier Free Design Committee, improving the status of this committee, and recognizing the efforts of designers and developers with a Premier's Barrier Free Design Award." The Department of Labour is thus urged to "improve enforcement of barrier free design requirements through education and certification of inspectors, and through public and professional education". As well, tax credits are recommended for "businesses that accommodate persons with disabilities through improvements in accessibility within their place of business." In addition to Alberta Labour, the Departments of Municipal Affairs and Housing, Treasury, Lotteries, and Public Works provided responses as certain parts of the Action Plan on Accessibility fall within their jurisdictions.

Highlights of Departmental Responses

- the Alberta Building Council has now completed its review of the 1990 Alberta Building Code and its recommendations include changes that respond to the *Action Plan* recommendations;
- Public Works has been incorporating modifications to improve accessibility within some of its maintenance programs, and will continue to design all new facilities to meet Code requirements;
- suggestion by Alberta Labour that the Premier's Council work with local governments to influence day-to-day Code enforcement as the accreditation system contemplated under the proposed statute will allow local governments and the province to formally address the question of Code enforcement;
- deletion of the existing exemptions to apartment buildings of less than four storeys will cause a substantial rise in construction costs of small two or three storey apartment buildings;
- action on and encouragement of barrier-free designs would be more effective if the initiatives came from the private sector, i.e., the building industry and related professions;
- the issue of tax credits is a long run, complex initiative that should not be undertaken until a decision is made at the political level regarding uses of tax credits.

Some Comments & Issues Noted by Departments

- Alberta Public Works will have no problem accommodating Action Plan requirements, but would like to know what those requirements are;
- mentioned as contentious issues to be dealt with regarding capital and operating costs of providing are: barrier free access to all suites in a building as opposed to just entry access, visual alarm signals, parking, telecommunications devices for the deaf on all public pay phones, and power door operators;
- a survey of approximately 3600 owned and leased government facilities has been undertaken by Public Works to determine accessibility of buildings to persons with disabilities;
- the feasibility of providing tax credits to businesses for barrier free design improvements would have to be carefully investigated prior to any decision to introduce such a scheme;
- whether or not *all* the recommendations regarding accessibility must be supported and implemented;
- a Barrier Free Design Award program can be a good inducement for design improvement, and is an approach that can tap the innovative ideas of society.

8. PERSONAL SUPPORTS

Description

The Council defines Personal Supports as "technical aids (e.g., wheelchairs, hearing aids) and human services (e.g., personal care attendant) to assist individuals at home and in the community." The Council is concerned that, "although the province spends hundreds of millions of dollars providing supports each year, the multitude of programs with differing eligibility criteria creates confusion, frustration and gaps in service." The *Action Plan* therefore, calls for "consolidation of existing programs into a single unit that would serve individuals regardless of age or the purpose for which assistance is required."

This means "bringing together programs from Health, Social Services, and Career Development." Recommended is a ministerial task force to "provide direction in the design and implementation of the unit". Responsibility for this is primarily directed at Alberta Health, but responses were also provided by Social Services and Education Departments (the Minister of Education is to lead in setting up the Community Supports Unit), as well as the Seniors Advisory Council for Alberta.

Highlights of Departmental Responses

- the DM for Education, with deputies in the departments of Social Services, Career Development, Advanced Education and Health, has established an interdepartmental committee to serve on a working group that will advise on how such a single Community Supports Unit can be created, including a full report on the programs, budget and operational options (representatives have already been selected by all five departments, and the department of Education has been given responsibility to chair the interdepartmental committee);
- expansion of eligibility criteria to people under 65 has been recommended and an RFD is in process;
- Health is developing a model for direct funding under the Coordinated Home Care Program and will be consulting with Family & Social Services;
- the Alberta Aids to Daily Living (AADL) program is under review and its recommendations fall in line with the *Action Plan;*
- a consultant has been contracted by Family & Social Services to research and develop proposed Individual Lifestyle Planning protocols and models by January 1991;
- deinstitutionalization planning underway to relocate 65 persons in 1990/91, and 100 persons per year for four years starting in 1992 to the community;
- FSS and Health are jointly participating in a stakeholder consultation process. A discussion paper will be prepared early in 1991 to seek feedback from larger group of stakeholders.

Some Comments & Issues Noted by Departments

•the establishment of a Personal Supports Unit could potentially be problematic in that it may result in greater segregation and less reliance on the generic service system;

•additional resources will be required to establish and operate services;

•concerns about removing the responsibility for the Coordinated Home Care Program from Alberta Health and health units and placing the program under a new bureaucratic unit as recommended by the Council.

9. FINANCIAL SUPPORTS

Description

In recent years, according to the *Action Plan*, "income support in the form of Assured Income for the Severely Handicapped (AISH) has fallen behind to the point where it no longer meets the needs of some individuals nor follows the original plan to provide a level of support that was on a par with that provided to seniors." The recommendations call for "a return to the original intent of the program to provide an improved level of support with the addition of transitional medical benefits to those who become able to work but do not have access to equivalent medical benefits."These recommendations are directed at the Departments of Career Development and Social Services, and suggest that collaboration take place between them to "ensure that individuals have access to training when appropriate" as "in the past AISH recipients have been denied access to some training."

Highlights of Departmental Responses

•the review of the AISH and Social Allowance programs is now complete;

•Career Development has completed an evaluation of the AISH/VRDP Assessment Project. The pilot project provides contracted assessment services for Northern Alberta to determine if applicants to the AISH program are more appropriate for the VRDP program. There has been considerable pressure for a similar project in Southern Alberta;

•development of 'Supports for Independence Program.' Ministerial announcement of the new program and reforms to the way income support benefits are provided to persons with disabilities should occur by October 1990;

•Social Services reports that several discussions have taken place with the Income Support unit to determine how persons with disabilities might fit into the proposed new structure for social allowance.

Some Comments & Issues Noted by Departments

•no permanent provision for assessment service in the budget of either department;

•continuance of the present project and expansion to the south would require approximately $260,000;

•as VRDP is directing clients into employment, there may be a long term benefit in reduced dependency on AISH.

10. INFORMATION

Description

Finally, in addition to the nine key areas above, the Council recommends the "development of an Alberta Information Network in collaboration with Disability Information Services of Canada (DISC)." This is to ensure easy access to current information about programs and services for people with disabilities. The Council explains that "easy access to current information about programs, services and funding has been identified as an issue for people with disabilities for over a decade."

Highlights of Departmental Responses

The Department of Recreation and Parks reported that discussions have been ongoing for several months to establish an Alberta Centre for Well Being, and to develop a regional database; and that computer equipment was procured by the Premier's Council from the Premier's Commission. The department also noted that the Premier's Council is prepared to commit some funds for the initial setup of the database.

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
1. Training		*•Career Development & Employment (CDE)* *•Family & Social Services (FSS)* *•Advanced Education*	
1.1 Alberta Career Development & Employment (CDE) to negotiate with Alberta Family & Social Services (FSS) for the transfer of FSS programs that are cost shareable under the Vocational Rehabilitation of Disabled Persons (VDRP) Agreement, and their associated resources, to CDE. *Status of Recommendation: In Process.*	Complete by April 1992	At present in FSS, in 1989-90, the budget expenditures were $15 million to serve approximately 2,700 people. Employment preparation and placement services were provided by contracts with 42 agencies across the province. (CDE) In addition to an estimated nine professional delivery staff, four staff were also located in FSS headquarters. Support staff and finance branch requirements must also be recognized. (CDE) FSS has not taken a position on these recommendations and are awaiting direction. (FSS) Approval has been requested (1) to prepare a position paper which can be used to develop a terms of reference for discussions on these recommendations, and (2) agreement to participate in a working group with CDE. (FSS)	Potential transfer of funding from FSS to CDE. The services that are provided by FSS are the same as CDE services under the VRDP agreement. They are employment preparation services and placement support. (CDE) CDE will be assuming responsibility for only those persons whose objective is employment. (CDE) Resources cost-shared under VRDP during 89/90 included 42 programs (13.86 million) and 2 FTE's (133, 000). (FSS) CDE is currently positioning their organization to move forward on these recommendations pending Cabinet decision. (FSS) Agree that CDE should be responsible for developing programs and services to accommodate vocational training services but question why non-vocational training services would continue to be funded through FSS. It would appear that non-vocational training such as life skills are part of the tools required for full integration into the workforce. (Economic Development)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
1.2 Alberta Family and Social Services to transfer signatory and provincial coordination responsibility for the VRDP Agreement to Career Development and Employment when the program transfer begins. ***Status of Recommendation: In Process.***	**Implement in 1991**	**FSS has a current staff of three professional positions plus clerical support. (CDE)**	**Potential transfer of funding from FSS to CDE.** **If signatory and coordination responsibility were to remain with FSS after programs and policy responsibilities were transferred, there would be substantial gaps in the communication process. This would also involve CDE establishing an ongoing working relationship with Advanced Education, Health and AADAC. (CDE)** **Roles and responsibilities are identified in the VRDP agreement. (CDE)** **Issues which need to be explored by FSS include (1) congruency of the recommended direction with other reports/structures such as *Claiming My Future* and the Personal Supports Unit; (2) program implications for persons receiving services, capacity of CDE to deliver and impact on community agencies; (3) interdepartmental impacts with attention to the five jurisdictions which cost-share under the VRDP agreement; and (4) operational considerations including financial and manpower impacts at both corporate and delivery levels. (FSS)**

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
1.3 A senior staff person in Career Development and Employment will be responsible for the development and implementation of its vocational services policy in addition to assuming the role of provincial coordinator for VRDP. *Status of Recommendation: In Process.*	Implement beginning in 1991	There is no position within CDE with this responsibility. This is a parallel recommendation to 2.4 which deals with employment. (CDE) Internal Task Force currently reviewing policy issues. CDE)	Responsibilities for recommendations 1.3 and 2.4 should be examined in the context of the VRDP coordination role. (CDE) Development of vocational services policy would also be necessary given that services are transferred from FSS to CDE. (CDE) Mandate of Task Force is to review CDE programs and policy only. (CDE)
1.4 Alberta Career Development and Employment to review its programs, services, and policies in light of its present and forthcoming mandate, and to develop a new policy on vocational services that more closely reflects the intent of the VRDP Agreement. The policy statement should: •outline a philosophy that acknowledges a broad range of vocational abilities among persons of disabilities, an enhanced role for the individual in defining a career choice and identifying the required training, the validity of part time studies in achieving a career goal, and the provision of supports as a key element of successful vocational rehabilitation; •reflect a coordinated and proactive approach to training and post secondary educational opportunities that will address the low labour force participation of persons with all types of disabilities; •in cooperation with the proposed Community Supports Unit, support research and development activities related to training and employment of persons with disabilities to ensure programs fully recognize and utilize the rapidly evolving technologies that can reduce limitations to training and employment; •support individualized approach to training; •address the use of time limited strategies to provide incentives for individuals with disabilities to pursue options that will enhance attachment to the labour force. *Status of Recommendation: In Process.*	Complete by April 1991	The implementation activities of CDE's new Labour Market Strategy are addressing the issues identified. As well, a review of VRDP is underway within the context of the Labour Market Strategy and the provisions of the Agreement. (CDE) Public consultation will occur during this process. (CDE) Internal Task Force currently reviewing policy issues. CDE)	The impact of integrating programs and services without limiting necessary services for persons with disabilities needs to be examined. (CDE) The department must ensure it maximizes its ability to recover costs that are shareable under the terms of the VRDP Agreement. (CDE) Planning for budget, staffing, and contract resources should include provision for increased research activities. (CDE) Mandate of Task Force is to review CDE programs and policy only. (CDE)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
1.5 The new policy directions outlined above will necessitate a review and restructuring of procedures in vocational services within Career Development and Employment. In consultation with stakeholders in government and the community (e.g., vocational program operators, consumers), the department will:		This recommendation is directed at persons with mental disabilities who are working and training in facilities such as sheltered workshops. (CDE) FSS has responsibility at present. (CDE) Of the 2,700 with disabilities in the system, a minimum of 33% are no longer in segregated facilities. (CDE) Implementation of this recommendation requires clear government policy direction. For the most part, existing agencies philosophically support this direction. (CDE) Internal Task Force currently reviewing policy issues. (CDE)	
•expand the range of individualized training options;			
•identify a plan to target an 80% reduction in the number of individuals receiving vocational training in segregated facilities;	Complete by 1993		
•address ways to individualize the process by which persons with disabilities access available training programs and supports, to ensure that individual career choices are respected and that flexibility is promoted in the means of accessing training and supports;			
•support and utilize community agencies that assist individuals to prepare vocational training plans that have identified outcomes;			
•implement the recommended changes to the 1988-90 VRDP Agreement, especially those related to implementation of an independent appeal process, cost sharing vocational rehabilitation services to prevent loss of employment due to disability, and doubling the maximum period for provision of training on-the-job and follow-up goods and services;	Implement immediately		
•direct departments that fund or offer training or adult education to the general public to ensure that these are accessible to persons with disabilities.	Complete by 1991		
Status of Recommendation: In Process.			

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
1.6 Alberta Family & Social Services to pursue a funded mandate to support non-vocational training services to persons with disabilities who do not choose to participate in vocational training. These services to include but not be limited to day/activity programs, personal adjustment services and other training related to quality of life issues, with the full range of programs to be determined through consultation with community stakeholders. *Status of Recommendation: In Process.*	Complete by April 1991	A consultant is: (1) preparing a summary paper from literature/practice in current themes and directions, and (2) developing a preliminary framework for services (completion date Oct. 30, 1990), (3) financial resources have been requested in the 1991/92 fiscal year to implement this recommendation. (FSS) A permanent position has been identified to take responsibility for policy development for non-vocational training services. (FSS)	An FTE has been identified from current resources to develop this thrust. Additional resources required to fund these services. (FSS)
1.7 Alberta Advanced Education to direct a review and revise the policies of the Student Finance Board that deal with financial aid to students pursuing post-secondary education and training. This review must: •ensure that funding policies are consistent with the intent of the VRDP agreement to permit flexibility and support part time studies for students with disabilities; •address the need to consolidate and simplify the information about funding sources and the application process, and identify a single source from which students can be advised about financial aid. *Status of Recommendation: Fully Implemented.*	Immediately	The Students' Finance Board has re-examined its role and that of CDE and FSS regarding support for disadvantaged students. Future action in this area will include chairing an Interdepartmental Adult Student Aid Committee to coordinate provincial policy development and delivery of student aid. Costs estimated to be $300,000 (Advanced Education) The Premier's Council is concerned about students with severe disabilities whose special support costs surpass government assistance grants. (Advanced Education) Total assistance to disadvantaged students studying on a full-time basis was increased from $12,000 to $13,500 per academic year. This includes maintenance grants (up to $6,000 a year for full-time studies). (Advanced Education) Special disability related cost grants (up to $2,000 a year for full- or part-time studies) are also available to disabled students from the Students' Finance Board. (Advanced Education)	More lenient criteria regarding qualifying course loads and greater flexibility in the part time bursary program are required. Gaps and overlaps with other funding programs like VRDP need to be addressed. (Advanced Education) New funding will be required to support a significant increase in services available. (Advanced Education)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
1.8 Alberta Advanced Education to review and amend its policy on the provision of on-campus support services such as interpreting, note taking, instructional modifications and tutoring to students with disabilities. This policy should: •recognize that there are disabled persons living in all areas of the province and they should be able to access a post-secondary institution within their community; •reflect the necessity for stability in funding for on campus services by making student support services part of base budget funding;	Complete by 1992	We have completed a research project in cooperation with the University of Alberta to identify the kinds of special support services required by hearing impaired students in Alberta. This includes projected enrollments, feasible delivery methods and projected annual costs of such services. Future action in the area will include examining a policy decision on special support services for deaf students (e.g., in selected institutions or in all?) Cost estimates are $50,000 for interpreters for additional student volume. This will need to be increased to $250,000 in year 5. (Advanced Education) Counselling services have been moved from conditional to base budgets in most of the institutions currently offering these services. Proposed for the future are counsellors/coordinators of disabled students at nine more institutions. Costs are estimated to be $370,000 a year. (Advanced Education)	This recommendation goes far beyond provincial policy on student access and may not be feasible. (Advanced Education) There will need to be involvement with the development of a community supports unit. There will also be a need to identify the student interest/demand for services, and commitment of institutions to provide services. (Advanced Education)
•identify a focus and direction for these services that encompasses the support needs of students with all types of disabilities. *Status of Recommendation: In Process.*		The focus of special services is beginning to address the needs of almost all disabled students. (Advanced Education)	A generic approach to special services needs to be reinforced where possible, but these are institutional management decisions. (Advanced Education)
1.9 Alberta Advanced Education to support the development of more transitional programs within post secondary institutions, and that these be seperate from existing Transitional Vocational Programs that have a specifically identified outcome of employment. The need is for programs to provide training at various transitional points for an individual which may have primary outcomes other than employment. *Status of Recommendation: In Process.*	Implement by 1992	Increasing the number and types of transitional programs will depend on designing programs that are consistent with the role of the post-secondary education system, and obtaining additional funds for program expansion. Future action will need to clarify the post-secondary role in offering new programs specifically for disabled/disadvantaged students where the goal is other than employment. Cost estimates are $300,000 for pilot projects. (Advanced Education) Base funding is provided only for credit programs and does not normally encompass this kind of activity. (Advanced Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
1.10 Alberta Advanced Education to support and enhance the training of sign language interpreters to increase the number of interpreters, and to improve their skill levels to meet the needs of people who are deaf, particularly in the educational arena. *Status of Recommendation: In Process.*	Approval of proposal by 1991; programs to commence no later than the 1991-92 academic year	Sign language interpreter training is offered by Grant MacEwan Community College. Plans for the new downtown campus include expansion of this program to a two year diploma. Expansion of this training depends upon obtaining additional funding. Costs estimated to be $250,000. (Advanced Education)	Commencement of new downtown campus offerings anticipated in 1993 or 1994. (Advanced Education)

Advanced Education: Summary of Cost Information on Recommendations

The department currently provides about $3.6 million per year in programs ($1.7 million) and services ($1.9 million) for students with disabilities. Given the current financial situation, only modest improvements are possible within existing budgets. Additional funding will be necessary to implement the significant changes proposed. We estimate that cost of implementation of high priority items in 1991-92 would be approximately $720,000 and could increase substantially thereafter depending upon other priority items and outcomes of pilot projects

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2. Employment		*•Career Development & Employment* *•Alberta Labour* *•Personnel Administration Office (PAO)* *•Economic Development & Trade* *•Family & Social Services*	
2.1.1 Alberta Career Development and Employment, in consultation with employers and stakeholders, to develop strategies to: •increase the employment rate of persons with disabilities; •ensure equitable representation of persons with disabilities at all income levels.	Complete by April 1991	VRDP seems to be the most appropriate vehicle to respond to this recommendation. VRDP has been perceived by many as a "Student Finance Board" for people with disabilities, and,. typically provides for entry level skill development. (CDE) VRDP does not provide equally for all disability groups, and has not made full use of the expanded provisions in the most recent agreement. (CDE) Section 36 of the ESA allows an exemption to the minimum wage for employers who hire people with mental handicaps who are less than competitively productive. There are only some 9 of these agreements in effect. The Labour Department reviews these agreements to ensure that improvements in productivity are reflected in the wage rate paid to the employee. (CDE)	This employment rate increase would require targeting of persons with disabilities still in the education system and encouraging them to reach the skill levels required for full employment and career advancement. A second focus could be to draw those persons with disabilities who have dropped out of the labour market and help them acquire the skills necessary to match labour force requirements. Also, equitable representation issue would require targeting of persons with disabilities already employed who wish to prepare for career advancement. To develop acceptable policies to achieve these goals would require consultation with stakeholders. To focus on these initiatives would have an impact upon the Student Finance Board and the post-secondary system. (CDE) Government and the private sector, as employers of the disabled, will need the results of research and development activities such as evaluation of training methods, development and evaluation of technical aids, adaptations for the workplace and exploration of employment support models. This would provide employers with the information they require to make changes, if needed, to create jobs and an environment suitable for individuals with disabilities. (Economic Development)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2.1.1 (Continued) These strategies must include: •A policy on supports-in-employment that addresses: -identification of the range of supports that is necessary for persons with disabilities to secure and maintain employment; -eligibility criteria for publicly funded support; -nature and amount of integration required at the worksite to qualify for funding support; -a means of replacing section 36 of the Employment Standards Act (which permits payment of less than minimum wage to persons with mental disabilities) with an equitable wage policy; -utilization of the expanded VRDP provisions to provide follow-up goods and services, plus time limited assistance to persons in a vocational crisis. •A policy on implementation of full range of employment-related supports for all persons with disabilities. This policy should accommodate the needs of both employers and employees and, therefore, it must: -specify a requirement to provide individualized employment supports which ensure that individuals with all types of disabilities are able to participate in employment. Supports include technical aids, adapted equipment, and job coaches these would be accessed from that source; -support, through funding, research and development activities including: evaluation of training methods, development and evaluation of technical aids and adaptations for the workplace, and exploration of employment support models; -specify ways to simplify and coordinate the various federal and provincial programs designed to make worksites more accessible. This strategy must remove the current disincentives to employers caused by the cumbersome and difficult grant application process. *Status of Recommendation: In Process.*		It is agreed that Section 36 of the ESA needs to be changed to prevent discrimination against some individuals with disabilities. Presently the Act allows remuneration that is below the minimum wage level. (Economic Development) Section 36 of the ESA allows an exemption to the minimum wage for employers who hire people with mental handicaps who are less than competitively productive. There are only some 9 of these agreements in effect. The Labour Department reviews these agreements to ensure that improvements in productivity are reflected in the wage rate paid to the employee. (CDE) The inclusion of the mentally handicapped under the Individual's Rights Protection Act may necessitate repealing this section. (CDE) Development of supports for employment policy underway in CDE. (CDE)	The number of employment situations that have used this provision has been low at any given time. This provision has resulted in people moving into regular employment. (CDE) Employment support programs and services should be in place before any change is made to this section of the Act. (CDE) There is no other provincial program to maintain employment for persons with disabilities. (CDE) Providing employment opportunities for the disabled, in particular the mentally disabled, represents a very real challenge for all segments of the government and society. The specialized needs of the disabled may require additional resources. Without the supplementing of existing manpower budgets, the reallocation of resources away from programme budgets or, preferably, the provision of resources from the appropriate line ministries responsible for services to the disabled progress may be difficult. (Culture and Multiculturalism)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2.1.2 A transfer of responsibility and resources for employment services and programs from Family and Social Services to Career Development and Employment. To prepare for this transfer, both departments must immediately work together with vocational training centres to develop supports to accommodate persons currently in these centres who wish to pursue supported or competitive employment. *Status of Recommendation: In Process.*	Complete by April 1991	In FSS this function is amalgamated with the services under Recommendation 1.1. (CDE) In 1989-90, the budget expenditures were $15 million to serve approximately 2,700 people. Employment preparation and placement services were provided by contracts with 42 agencies across the province. In addition to an estimated nine professional delivery staff, four staff were also located in FSS headquarters. (CDE) Support, systems and finance branch staff required to support activities must also be recognized. (CDE) There are also resources from the vocational services of the Michener Centre in Red Deer which should be considered for transfer to CDE as and if the institution is down-sized. (CDE)	The services that are provided by FSS are the same as CDE services under the VRDP agreement. They are employment and placement support. (CDE) CDE will be assuming responsibility for only those persons whose objective is employment. (CDE)
2.1.3 Creation of opportunities for advancement by: -setting standards for achieving fair and equitable employment and advancement opportunities for persons with disabilities; -identifying ways to prepare persons with disabilities for advancement. Examples include temporary assignments at a higher level to improve skills, management development training and other staff development opportunities. *Status of Recommendation: In Process.*		Covered in 2.1.1. (CDE)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2.2 Personnel Administration Office to develop a provincial employment equity policy that will remove barriers to employment of persons with disabilities within the Alberta Government. This policy must be developed in consultation with the various stakeholders and shall provide for: •identification and elimination of employment practices that result in barriers to the employment of persons with disabilities within government; •institution of policies and practices, including such reasonable accommodations as may be required to ensure representation of persons with disabilities across income and responsibility levels, at a rate not less than the representation of persons with disabilities in the Canadian labour force (i.e., 5.4% as reported in the Health and Activity Limitation Survey, Statistics Canada, 1986); •yearly departmental plans outlining goals and timetables with respect to the implementation of this policy; •a system of public reporting, on an annual basis, government performance in moving toward the goal of employment equity. Having demonstrated leadership, the province can then encourage institutions operated with public funds (hospitals, schools, municipalities to follow.	Complete by April 1991	Time is ripe for an expanded employment equity program. Would recommend to seek the support of the Management Policy Committee of Cabinet and, as well, establish the extent of budget increases that might be appropriate. (Alberta Labour/PAO) Cost: The employment equity program would be for women, visible minorities, natives, in addition to the disabled. It would be difficult to determine what portion of the costs of the program should be allocated to meeting the needs of the disabled. (Alberta Labour) The development of an employment equity program is appropriate; raises the question as to whether a more appropriate title for the unit would be Work Experience Program rather than Special Placement. (Economic Development)	Legislation not requested at this time; government needs to be seen as a leader and to influence government funded institutions to follow. (PAO) City of Calgary has taken steps to implement municipal employment equity program. (PAO)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2.2 (Continued)			
This policy to address the underrepresentation of persons with disabilities at all job classification levels within the Alberta Government by implementing these measures to rectify the situation: •proactive recruitment practices among training and post secondary institutions and agencies serving persons with disabilities; •provision of employment related supports/technical aids as required on an individual basis to function independently in the workplace; •provision for greater staff and executive development opportunities to prepare employees with disabilities for promotion within the Alberta Government; •an enhanced work experience program to provide employees with disabilities in all job classifications with work at more advanced levels in order to prepare for promotional opportunities; •innovative approaches to job design to create new positions suitable for persons with disabilities, e.g., positions such as secretary/interpreter to assist deaf employees; •a monitoring/public reporting method that is simple and straightforward to assess the success of these measures. *Status of Recommendation: In Process.*	Complete by April 1991	See page 18.	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2.3 Personnel Administration Office and Alberta Career Development and Employment, in consultation with consumer groups and training services, to modify and expand Special Placement Program. These modifications must provide for: •a change in the program's name to eliminate reference to "special placement," e.g., Work Experience Program; •work experience for a period of up to one year with provision for extension on an individual basis; •work experience for persons with disabilities at all entry points into government positions; •initial wage levels based on the pay scale of that position and recognizing the amount of training necessary for the individual to perform the job; •periodic evaluation to provide feedback to the individual and adjusting the wage level to reflect job performance. *Status of Recommendation: In Process.*	Complete by April 1991	Eligibility is for mature Albertans, (over 45), people with disabilities, and socially disadvantaged individuals. (CDE) About 50% of the positions are taken by women, over 45 re-entering the labour force. (CDE) Current budget of $440,000 can support 80 positions for six months. (CDE) All positions are in Edmonton, entry level, $6.00 per hour, and about 80% are clerical. (CDE) Informally accepted by AUPE. (CDE) Concur that the Special Placement Program be changed to Work Experience Program, as that is a more descriptive title. (Alberta Labour / PAO) Did not stress the implementation problems foreseen. Likes the broader title 'Working Experience', but there is no point in establishing a broader program unless it is a conscious government decision with dollars attached. Only to change the title will raise expectations that current budgetary pressures on departments will frustrate. (Alberta Labour) Agree that $6.00 per hour is too low and if wage levels are based on pay scales for the position that the individual enters, perhaps funds should also be allocated for formal training that may be required in concert with on-the-job training. (Economic Development)	This is an effective program and could accomplish the desired objective. (CDE) Program expansion to a provincial perspective could increase effectiveness. (CDE) It may be necessary to provide training, as many of the disabled lack the skills for advancement. (CDE) To ensure continued effectiveness, PAO would require additional staff and resources. (CDE) Increase budget to a maximum of $1.5 million dependent upon which options for this recommendations go forward. (CDE) The extended programs could also have a feedback performance evaluation mechanism where adjustments to wage level would be based upon the development of the employee. This would encourage and reinforce on-the-job training. (Economic Development) The focus here is on work experience, not to be confused with employment, but could lead to employment. (PAO)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2.4 Designate a senior staff person in Career Development & Employment with responsibility and authority for:		There is no position within CDE with this responsibility. (CDE)	
•developing and implementing the supports-in-employment policy;	Complete by April 1991	This is parallel recommendation to 1.1 which deals with training and vocational services. (CDE)	
•monitoring and reporting on the impact of the department's training and employment programs and funding initiatives on employment of persons with disabilities;		Development of supports-in-employment policy underway in CDE. (CDE)	
•developing an effective system that links employers having job vacancies with persons with disabilities seeking employment opportunities;			
•liaising with the personal supports unit that would deliver funding for supports to persons with disabilities to ensure required accommodation at the work place.			
Status of Recommendation: In Process.			
2.5 With a supports-in-employment policy that addresses the issue of wage subsidy, the Employment Standards Branch of Alberta Labour to amend the Employment Standards Act to delete section 36.	Complete in 1991	Section 36 of the Employment Standards Code should only be deleted if satisfactory alternatives are developed by Career Development and Employment. (Alberta Labour)	It seems that there is some relationship between recommendations 2.3, 2.4 and 2.5. Section 36 of the Code should not be deleted unless there is a better program in place. (Alberta Labour)
Status of Recommendation: In Process.			

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
2.6 The Premier's Council has opted to take an approach to employment that encourages voluntary employment equity activities within government and publicly funded institutions. However, if the effect of these recommendations is not significant in increasing employment rates among persons with disabilities by 1992, the Premier's Council is prepared to press for legislated employment equity at that time. *Status of Recommendation: No Work Commenced.*		No responses provided.	
2.7 Alberta Economic Development and Trade to establish a new business loan guarantee program to assist individuals who are interested in pursuing self employment or small business ventures that require financial backing of less than $50,000. *Status of Recommendation: Fully Implemented.*	Complete by 1991	A financial program may not be exclusively for disabled persons but would certainly include disabled persons as a target group. Should funding be limited, a financial business assistance program could be initially targeted at disabled persons as a means of piloting new initiatives such as micro loans for new, small business ventures. Agency representatives for disabled persons will be included in the planning and review of proposed, new initiatives, and in the administration of any approved program. The Department would also welcome agency input to reviews of departmental services for target groups, such as business counselling for the disabled, to determine if there are unmet, particular needs, and if so, ways and means to enhance the service.	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
3. Education		*•Alberta Education* *•Advanced Education*	
POLICY AND PROCEDURES			
3.1 Alberta Education to complete development of policy and regulations to accompany School Act. This policy must ensure that all efforts and resources of the education system are targeted at: •ensuring a high quality education for all children; •promoting both academic and social development; •providing programs and support services that promote student independence; •requiring that decisions to segregate children with disabilities be justified; •making integration in the neighbourhood school a viable option. These objectives are to be achieved through the following initiatives articulated in policy:	Complete by April 1991	See below.	
3.1.1 Physical Accessibility: Alberta Education to ensure a barrier free environment in all schools in the province by year 2000 by: -embarking on a campaign to promote awareness of barrier free design within educational settings, as described in Section 3.7 of the Alberta Building Code administered by Alberta Labour; -giving priority to requests to make facilities accessible when allocating school building restoration funds; -allocating building restoration funds according to the following priorities: first, to schools with students who have disabilities; second, to schools with students whose parents have disabilities; and finally, to schools offering continuing education programs for the general public. *Status of Recommendation: Fully Implemented.*		The department has developed guidelines to assist school jurisdictions to provide school buildings which are barrier free. Upon a capital request to School Building Services Branch of Alberta Education, school jurisdictions can obtain the necessary funding for handicapped facilities under the Building Quality Restoration and Modernization Programs. A $700 million commitment by Alberta Education to the construction and modernization of schools over the next five years includes a commitment to a barrier free environment. (Alberta Education) As far as can be determined, requests in this area are being met satisfactorily. (Alberta Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
3.1.2 Early Intervention: Funding for preschool programs for children aged 2 1/2 to 5 years to be provided to programs which are open to accepting all children with disabilities. *Status of Recommendation: Fully Implemented.*		ECS policy has been revised to reflect the acceptance of all children with disabilities in the age group served by an operator. Where younger disabled children can't be accommodated operators should assist parents in finding an alternative placement. Operators have been notified of this policy. (Alberta Education)	
3.1.3 Assessment Process: Early and ongoing screening of all children must be provided, with services and assessments linked to instructional needs, not labelling. *Status of Recommendation: In Process.*		The department is working with health units to provide the best possible screening for all children. School jurisdictions need to work with the health units to identify children with disabilities early in order to get an early start on program planning. The Special Education Review is addressing the area of service coordination and will be identifying responsibilities and procedures in this area by January 1, 1991. (Alberta Education) A future action will identify responsibilities and procedures, develop a policy statement by January 1, 1991, and publicize good working models. (Alberta Education)	
3.1.4 Assessments must be based on the same identified set of tests for all jurisdictions to ensure consistency. *Status of Recommendation: Fully Implemented.*	Complete by April 1991	The Education Response Centre initiated a working Testing and Assessment Advisory Committee in Spring, 1989. The activities of the Committee were to identify issues and concerns about testing and assessment. The outcome was the initiation of a number of projects which include: testing and assessment workshops, a testing and assessment handbook, and a Teachers' Guide for identifying and intervening with students "at risk" socially, emotionally or psychologically. (Alberta Education) A set of "user friendly" checklists, questionnaires and tests to facilitate the identification of "at risk" students will be available for school jurisdictions, as well as development of resource materials and presentation of workshops during the 1990/91 school year.. (Alberta Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
3.1.5 Where children have had preschool assessments identifying service needs, school boards must accept responsibility to meet the need with intervention and supports incorporated into the Individual Education Plan (IEP), rather than waiting for new assessments. *Status of Recommendation: Fully Implemented.*		The service provider must identify and provide forth the child's needs. These needs must be reflected in the Individual Program Plan (IPP). Existing documentation will be used to establish program plans pending appropriate new assessments. This is generally accepted practice. (Alberta Education)	
3.1.6 When parents independently seek and pay for an independent assessment by qualified personnel, those assessments must be accepted as valid for planning purposes. *Status of Recommendation: Fully Implemented.*		Parents can "shop around" and buy the "right" assessment to fit their needs. External assessment information should be considered by school jurisdictions as one indicator of student needs performance. (Alberta Education)	
3.1.7 Assessments conducted by school board personnel must be completed within 90 days of request. *Status of Recommendation: No Work Commenced.*		This is a local decision, and local policy should address this recommendation. Alberta Education has no way to control it but 90 days is a reasonable expectation.	
3.1.8 Existing practice which requires students to fail before being assessed or receiving special services must cease immediately. Early intervention is the key to successful learning. *Status of Recommendation: In Process.*	Complete by April 1991	The department will advise school boards that this practice cannot be condoned. Early intervention strategies by health units and school personnel should 'spot' difficulties before they become major learning problems. A preventative approach is necessary and will be a recommendation of the Special Education Review. Again, local policy should reflect this recommendation. (Alberta Education)	
3.1.9 The student and parent must be an integral part of decision making during the assessment and placement process. *Status of Recommendation: In Process.*		The mandatory Individual Program Plan for each student with disabilities requires the parent and where possible the student to be involved in decision-making. The policy on special education reflects this involvement and it will be clarified in the next revision. (Alberta Education) Revise Special Education Policy by January 1, 1991. (Alberta Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
STUDENT APPEAL PROCESS			
3.1.10 All parents must be advised in writing by the school of their right to appeal decisions on matters affecting their child's education. •If parents and school cannot agree on decisions affecting the child's education within 30 days of assessment, the present system involving up to seven levels of informal appeal must be replaced with the use of a mediator as an interim step before the formal appeal process is launched. The Education Response Centre, in conjunction with the Alberta School Trustees Association (ASTA), must develop a plan for providing a mediator. •If the mediator determines that a resolution is not possible, he/she must arrange for a formal appeal to take place as soon as possible. •The student must be an integral part of decision making during the negotiation and appeal process with support from parents or guardians. *Status of Recommendation: In Process.*		The Appeals and Student Attendance Secretariat needs to develop a communication plan to inform parents of students with disabilities as to the procedures in appealing placement. School jurisdictions need to be fully aware of the appeal procedures so that parents can be informed of their rights. Regional offices of education now provide consultants to mediate the appeal in its early stages. (Alberta Education) A future action will develop a communication plan and clarify mediation role for consultants in regional offices. (Alberta Education)	
3.1.11 Programs: School boards must be required to involve parent and student actively in educational program design and implementation for each child with a disability. •Parents and school boards must accept that in some circumstances a child's needs may be met best by a special program. When this is the case, the program must have clear outcome based exit criteria, and be used only for a specified period of time during that child's education, with school board support. *Status of Recommendation: Fully Implemented.*		Individual Program Plans (IPP's) are mandatory for all special needs students. The development, implementation and review should involve a multidisciplinary team of professionals as well as parents/guardians. The Education Response Centre has conducted workshops on the use and implementation of IPP's for teachers and other staff. An Individual Program Plans kit consisting of a handbook, videotape, and sample programs formats has been developed. (Alberta Education) Section 29 (3) of the School Act (1988) provides this right and it is reflected in the policy on Special Education. This is part of the Special Education Policy. (Alberta Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
PERFORMANCE STANDARDS			
3.1.12 Provincial standards must be implemented for development, evaluation, and monitoring special education programs and student performance outcomes. *Status of Recommendation: In Process.*	Complete by April 1991	This is addressed in the Special Education Review, and will recommend that specific performance standards be established for students with disabilities. The Special Education Review is also addressing the area of student outcomes: the identification of the outcomes resulting from the provision of programs to students with special needs. This will include the identification of the components of special indicators, and ways to measure these will be developed which can be generalized for students with disabilities. (Alberta Education)	
3.1.13 Human Resources: Boards must ensure an equitable allocation of resources, supports, and inservice programs to all teachers and teacher aides on a regular, continuing basis to assist them with curricular and instructional techniques for students with disabilities. *Status of Recommendation: Fully Implemented.*		This recommendation relates to areas which fall within the responsibility of the local school board and they have local policy respecting inservice, allocation of resources, and student/teacher ratios. Alberta Education assists through funding, inservice and development of support materials. (Alberta Education)	
3.1.14 Provincial standards must be established through research, then adopted to provide appropriate student/teacher ratios for children with different instructional needs. *Status of Recommendation: No Work Commenced.*		No responses provided.	
3.1.15 Health/Medical Needs: Policy must articulate responsibility for the health and medical care needs of students within the public school system, including the limits of responsibility and liability. *Status of Recommendation: In Process.*		Policies relating to coordination of non-instructional services such as health/medical needs will be addressed in the Special Education Review. Alberta Education will take an active role to facilitate this coordination. (Alberta Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
INTEGRATION/SEGREGATION			
The recommendation relating to this issue is embedded in the first recommendation under **Policy and Recommendations**. The recommendation is that policy and regulations must ensure that all efforts and resources of the education system are aimed at certain objectives which include making integration in the neighbourhood a viable option.		Alberta Education supports the placement of special needs students in the settings which best meets their needs. Integration to the greatest extent possible is encouraged. The Education Response Centre is in the process of developing an inservice kit entitled "A Vision Shared". This package consists of a handbook and videotape and will be completed by Fall 1990. Inservice workshops will be held for school jurisdiction leaders in the six Alberta Education Zones following completion of the kit. (Alberta Education) Leadership is provided by the Education Response Centre and local policy must implement the degree of integration. It is noted that some parents prefer segregated settings for their children. (Alberta Education)	
FUNDING			
3.2 Alberta Education to develop a database to evaluate the adequacy of funding allocations to school boards, based on instructional needs and support requirements, with a view to re-evaluate current funding. •A second component to be studied must include an evaluation of the efficacy of individual versus block funding mechanisms, in terms of meeting student needs. *Status of Recommendation: In Process.*	Complete by April 1991, with recommendations	The major issue addressed by the Special Education Review is that of funding to determine whether provincial funds are distributed equitably among school authorities. This will include examining the total expenditures for special education, and extent of local contribution. The review will provide various funding models. (Alberta Education)	
3.3 A mechanism for reporting to Alberta Education must be developed that will require schools and school boards to be accountable for how funds designated for students with disabilities are spent. *Status of Recommendation: In Process.*	Immediately	Addressed by Special Education Review. (Alberta Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
COORDINATION OF SERVICES			
3.4 Alberta Education to designate a senior staff person who is knowledgeable about both disabilities and education to: •implement the *Action Plan;* •develop, implement, and monitor the policy and regulations; •develop and implement the recommendations of the funding study; •facilitate inter-agency and interdepartmental cooperation in the provision of continuing and transitional services to students as they progress through the education system. *Status of Recommendation: In Process.*	Immediately	The Director of the Education Response Centre is Alberta Education's designate in this area. (Alberta Education) A review of specific issues in special education is in progress. One of the areas being addressed is that of coordination of non-educational services to exceptional students. The study will determine whether there are gaps or overlaps in the provision of these services, and how government, school jurisdictions and community organizations can enhance coordination through collaboration. Addressed in Special Education Review. (Alberta Education)	
TEACHER/MANPOWER PREPARATION			
3.5 Alberta Education to develop training and performance standards for personnel other than classroom teachers who are hired to support the child in an integrated classroom. This would include people designated as "developmental assistants" or other titles as used by the various boards of education. *Status of Recommendation: In Process.*	Complete by 1991	Being addressed by Advanced Education and Education Response Centre. Standards do exist that are developed by training programs such as Grant MacEwan College. This is a high need area and the ERC is collaborating with a number of agencies to establish training opportunities for para-professionals. While Alberta Education will work with Advanced Education in this regard, there is no intent to "certify" teacher aides or other non teaching staff. (Alberta Education)	
3.6 Alberta Education to develop inservice or continuing education modules with school boards for use with regular classroom teachers to enable them to competently teach students with disabilities. *Status of Recommendation: Fully Implemented.*	Complete by 1992	The Education Response Centre has developed resources and inservice packages in the following areas: gifted and talented; learning disabled; behavior disordered; IPP's; and integration. These are meant to be used with special and regular teachers. The department will work collaboratively with Alberta Teachers' Association and Advanced Education to better equip teachers to educate disabled persons. Inservice modules have been developed. (Alberta Education)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
3.7 Alberta Advanced Education, in conjunction with the Alberta Teachers' Association, to review and revise, as necessary, standards for teacher training to ensure an increased focus on: •information about disabling conditions and ways to ameliorate the "handicap" through education, technical aids, and attitude change; •child/teacher interactions and individualization of instructional techniques; •improved remedial skills training. *Status of Recommendation: No Work Commenced.*	Immediately	Curriculum and standards for teacher training are primarily the responsibility of the university faculties of education. Future action will need to convene a seminar in cooperation with Education and the universities on expectations, competencies and standards involved in preparing teachers to work with disabled students in regular classrooms. It is estimated that costs for meetings and consultants will be $10,000 and $500,000 for course development and implementation. (Advanced Education) Cooperative work with Alberta's universities needs to occur to provide relevant training in the special education area. Responsibility needs to be clarified. The Council on Alberta Teaching Standards is involved in this area. Alberta Education wants to improve teacher preparation. (Alberta Education)	Regular and special education teachers seem ill-prepared to adjust their teaching to accommodate different learning styles. (Advanced Education) Agree that education is the key; however, there does not appear to be any mention of training teachers in special education to meet the special needs of the disabled. (Economic Development)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues

4. Recreation

•Recreation & Parks
•Culture & Multiculturalism

4.1 Alberta Recreation and Parks to develop a policy on barrier free access to all publicly funded parks and recreation facilities. This policy should:

•establish minimum standards for barrier free access to all Provincial Parks, with a strategic plan and funding priority to upgrade existing parks to these standards;

•address a requirement for these standards to apply to all new municipal or other parks and recreation facilities funded wholly or in part by Provincial funds through grant programs administered by Alberta Recreation and Parks;

•declare a moratorium on funding of new segregated recreation/leisure programs and facilities for persons with disabilities while supporting initiatives that promote integration.

Status of Recommendation: In Process.

Complete by 1991

The department has established a committee to develop barrier-free design standards. This is in response to a recommendation contained in the Action Plan. (Recreation & Parks)

In the Provincial Parks Service, the department will develop a minimum standard for access for the disabled. This standard will be applied throughout department owned facilities in provincial parks and recreation areas. All new construction will incorporate this standard. Existing facilities will be modified over time through our existing redevelopment and upgrading program. Improved access will be accomplished through the use of existing monies and do not anticipate seeking a budget increase in 1991/92. However, should Cabinet decide that government owned facilities be upgraded over a much shorter time period, then budget increases would be necessary to assist with construction costs. (Recreation & Parks)

Beyond the minimum standards that will be applied throughout the parks system, additional improvements will also be considered to further improve the access and quality of experiences available to the disabled. Suitable sites for these improvements will be selected based on location, demand, physical site opportunities and cost. Improvements at these sites will focus on expanded access to key attractions and experiences. Again, reallocation of existing budgets will be used wherever possible. (Recreation & Parks)

The Council has also recommended mandatory application of minimum standards for disabled access to facilities partially funded by government monies. The department has, in the past, and will continue, in the future, to encourage incorporation of access for the disabled. Making these standards mandatory will result in requests for significant increases in grant funding to cover additional costs. Of particular concern would be the application of mandatory standards to existing facilities. Retrofitting of access for the disabled could be cost prohibitive, particularly in the case of older recreational facilities. (Recreation & Parks)

A suitable alternative would be to continue with the department's current initiative to encourage and promote voluntary compliance with disabled access standards. A special grant, or grant incentives added to existing grants, could be used to encourage compliance by defraying building and maintenance costs associated with improving access for the disabled. Cabinet may wish to consider such an approach. (Recreation & Parks)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
4.2 Alberta Culture and Multiculturalism to develop a policy on barrier free access to all publicly funded cultural facilities and events. The policy should: •establish minimum standards for barrier free access to include provision of alternatives to print for people with visual impairment, and hearing augmentation or interpreters for people with hearing impairment;	Complete by 1991	The department is assessing how the access of the Jubilee Auditoria for the hearing impaired can be improved. The Jubilee Auditoria in Edmonton and Calgary both provide complete access for the disabled. Parking curbs have been designed for access by wheelchairs, special wide reserved parking stalls are provided for the physically handicapped, and special wide automatic doors provide ease of access to the buildings. In both of these buildings special washroom facilities are provided for the disabled. There is a ramp from the ground level to the lobby level, an elevator from the ground level to the lower level and the first balcony level, and a ramp on the lower level to the banquet area provides ease of access to public areas. In addition, there is free access and space provided for a designated number of wheelchairs for every performance at each of the auditoria. (Culture & Multiculturalism)	There are a number of practical limitations that will effect the extent to which implementation and compliance can be obtained. For a large number of clients, individuals engaged in creative activities, the question of the accessibility may be impossible to realistically address as many of these persons live on the economic margins to begin with. However, the public institutions, facilities and organizations which receive public funding from the department are another question. Consideration of the elimination of physical barriers to access and the elimination of other sensory barriers should be identified as important objectives for all recipients of public funds. (Culture & Multiculturalism) The department is presently doing quite a bit now to address the needs of the disabled persons. A significant increase in the level of service delivery to the disabled cannot be achieved without additional resources or without taking away from other programmes. Retrofitting all our facilities to accommodate the demands of the limited number of the sensory impaired which could benefit would run into the millions of dollars for capital costs with additional ongoing operating and manpower costs. (Culture & Multiculturalism) It must be recognized that the needs of the disabled vary considerably according to the type and degree of disability. Designing comprehensive responses will be impossible and, therefore, some concepts of limits will have to be built into any proposed changes. In addition, for all programmes the beginning and end of the rights of individuals will have to be considered. Dialogue with the disabled is necessary to determine where deficiencies exist and what changes can be made. (Culture & Multiculturalism)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
4.2 (Continued)			
•address a strategic plan and funding priority to upgrade existing facilities and provide support to cultural events that embody these standards. *Status of Recommendation: In Process.*	Complete by 1992	Within our network of 16 provincial museums, historic sites, interpretive centres and archives, measures have been taken to assist visitors with disabilities. The Provincial Museum of Alberta has in their Education Section a special program available for the hearing impaired. The Museum was reviewed by a group called Access Alberta. This group has identified the Museum in a city wide publication as being accessible to the disabled. The Tyrrell Museum has arranged for tours of wheeled beds to go through their facility. (Culture & Multiculturalism) Facilities such as the Royal Tyrell Museum and the Reynolds and Remmington Museums, which are under construction, meet or will meet the building code standards for access. At the Provincial Museum of Alberta, access to the physical plant is good although certain deficiencies have been identified. These are being reviewed with PWSS. (Culture & Multiculturalism)	There has not been enough demand in the past to provide regular scheduled programmes for the disabled with the interpretation of artifacts which are by and large highly visual and tactile. However, special programmes can be tailored to fit the needs of most groups. A strict policy of barrier free access may be impossible to achieve. Many of the sites are in historical settings or buildings which are not readily or easily adapted to the specialized needs of the disabled. For example, the structural requirements of wheelchair access to a historical building may make it impossible to accommodate without severe and intrusive intervention to the structure which would compromise its "historical" context. This having been said, the department will endeavor to ensure that access for the disabled is maximized at its many historic sites. (Culture & Multiculturalism)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
4.3 A senior staff person in Alberta Recreation and Parks, reporting to the Deputy Minister, will be responsible for: •developing and implementing of its barrier free policy; •advising private foundations and other granting agencies of barrier free standards and development of guidelines for what constitutes successful recreation integration, and encouraging them to adopt compliance in their funding criteria; •improving information available on leisure/recreation grants and programs and grant application procedures; •liaising with existing information networks such as Disability Information Services of Canada (DISC) and the Centre for Well Being to ensure the inclusion of recreation related information in their databases. *Status of Recommendation: In Process.*	Begin in 1990	The department has assigned a senior staff member, Ms. Sherri Thorsen, Director, Corporate Planning Services, to be responsible for development of the barrier free policy. (Recreation & Parks)	
4.4 A senior staff person in Alberta Culture and Multiculturalism, reporting to the Deputy Minister, will be responsible for development and implementation of the barrier free policy. *Status of Recommendation: Fully Implemented.*	Complete in 1990	The department has assigned a senior staff member, Mr. Kenneth MacLean, Director, Policy and Planning, to be responsible for development of the barrier free policy. (Culture & Multiculturalism)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
5. Transportation		*•Alberta Transportation & Utilities*	
5.1 Alberta Transportation and Utilities to develop a barrier free transportation and mobility policy statement. The policy statement should: •support mobility as a human right, and the role of Alberta Transportation in implementing legislation and establishing policies which support that right; •direct the development of barrier free standards for all modes of inter- and intra-city public transportation, including quality indicators for parallel systems; •direct the development of barrier free standards for pedestrian environments which reflect the needs of all people including people with disabilities, seniors, and parents with strollers; •recognize that adaptations to private vehicles, barrier free public transportation, and specialized parallel systems are all part of the solution to the transportation issue. *Status of Recommendation: In Process.*	Complete in 1990	The Minister has appointed an Advisory Committee on Barrier Free Transportation with representation from disabled consumers, urban and rural municipalities and industry. Consultation with stakeholders is one of the key recommendations of the Premier's Council (see 5.4). This committee is supporting the department in its review of programs and will assist in the development of a barrier free transportation and mobility policy. We concur that a policy statement is desirable but will not be completed by the end of 1990. It requires substantial discussions with stakeholders, review of existing programs and consideration of costs.	Underlying this recommendation is the policy in the Individual's Rights Protection Act that the "public" facilities and services cannot be denied to any class of persons. Its application to transportation implies that "steps must be taken to reduce or eliminate barriers or to provide an equitable alternative that maintains access at least at the level provided to other citizens." Simple adoption of such a policy without careful consideration could have a significant cost implications.
5.2 Alberta Transportation and Utilities to immediately review its existing legislation and negotiations with private industry and make necessary amendments to: •support implementation of its Barrier Free Transportation Policy; •establish provincial directions for compliance with barrier free standards by providers of inter/intra public transportation. *Status of Recommendation: In Process.*	Complete in 1992	The Premier's Council has not identified which legislation might be amended. The department will take actions as required with the advice of the Advisory Committee: -work is already underway with municipalities to develop common standards of accessibility for new bus purchases -discussions have commenced with Greyhound to encourage provision of a wheelchair accessible bus service in the Edmonton-Red Deer-Calgary region on a demonstration basis.	This is a longer term recommendation which will be implemented through a number of specific initiatives over time.

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
5.3 Alberta Transportation and Utilities to immediately review and amend the Highway Traffic Act to permit enforcement of designated parking use in municipalities. *Status of Recommendation: In Process.*	Review immediately	The required amendments are in drafting for introduction in the Spring of 1991.	The intent of this recommendation is to provide municipalities with enabling legislation to enforce designated parking on private property to which the public has access (e.g., shopping centres)
5.4 Alberta Transportation and Utilities to establish a stakeholder based advisory committee to assist in the development and implementation of its policy on barrier free transportation and mobility in the Province. This group should include representation from the consumer driven transportation advisory committees in major municipalities. Terms of reference for this committee are to include: •advising Alberta Transportation on policy development and implementation; •acting as a technical advisory committee for the development of barrier free standards; •advising Alberta Transportation on a provincial rural/urban transportation needs study; •functioning as an ongoing advisor for monitoring and evaluation of Barrier Free Transportation Policy. *Status of Recommendation: Fully Implemented.*	Establish in 1990	The recommendation has been implemented.	The Advisory Committee on Barrier-Free Transportation was announced by the Minister at a press conference in Calgary on June 11, 1990.

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
5.5 A senior staff person in Alberta Transportation and Utilities, reporting to the Deputy Minister, will be responsible for the development and implementation of its Barrier Free Transportation Policy, in consultation with the stakeholder-based advisory committee. *Status of Recommendation: Fully Implemented.*	Establish in 1990	The recommendation has been implemented.	An ADM has been designated as senior departmental person and chairs the Advisory Committee on Barrier Free Transportation.
5.6 Alberta Transportation and Utilities to promote accessibility of all transportation systems and pedestrian environments under the jurisdiction of municipalities but cost shared by the province, by: •assuming responsibility for transportation grants; •making provincial barrier free standards an integral part of the provincial/municipal funding agreements; •encouraging municipalities to incorporate these standards into municipal by-laws. *Status of Recommendation: In Process.*	Beginning in 1991 and complete by 1991	Work is underway, with input from the Advisory Committee, on this recommendation which relates to our municipal grant programs and the adoption of barrier free standards by municipalities: -proposals for any changes to the existing grant programs will be made as part of our regular review and renewal of these programs. An RFD will be submitted for this purpose for implementation in 1992/93. -committees have been established with municipal transit and other representatives to develop common provincial standards. Some will be ready for implementation in 1991. However, this work will be ongoing for a number of years to adequately cover all aspects of the transportation and pedestrian environment, and to allow for review and updating.	The recommendation that the department re-assume responsibility for operating grants, included in general municipal grants, now will raise concerns from municipalities who favour the current "block funding." The Premier's Council and subsequent consultant studies have suggested that "block funding" does *not* assure that these grants are appropriately applied to the needs of disabled Albertans.

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
5.7 Alberta Transportation and Utilities to take a leadership role in developing specific funding mechanisms to be administered by the province and/or the municipalities, to: •upgrade existing public transportation systems and pedestrian environments to barrier free design standards; •subsidize the purchase and/or adaptation of private vehicles, based on prescribed eligibility criteria; •develop/improve alternatives that will ensure an equitable level of service to that offered by conventional transit services, where conventional services cannot reasonably meet individual needs; •provide incentives to private taxi companies to adapt taxi units in their fleets to accommodate wheelchair users; •upgrade inter-urban transportation to barrier free standards. *Status of Recommendation: Fully Implemented.*	Beginning in 1991	Any enhancements to existing municipal programs will be included in the RFD noted above. Cost effective alternatives to expensive door-to-door transportation service (e.g., DATS) are under consideration with input from the Advisory Committee -- e.g., adapting private vehicles and taxis. At this early stage, it is not clear whether or when programs of this nature may be proposed.	

TRANSPORTATION AND UTILITIES (T & U) REQUIREMENTS: COST INFORMATION FOR RECOMMENDATIONS

	1990/91	1991/92	Future Years
Manpower	$1,000	$3,000	RFD to be
Supplies & Services	212,000	266,000	submitted
Fixed Assets	1,000		later by T&U
Grants		400,000	
TOTAL	**$214,000**	**$669,000**	
Person Years	0	0	

Background

-The Action Plan did not recommend specific program enhancements for which cost estimates can be developed for 1991/92.

-It recommended directions for change and the immediate establishment of an Advisory Committee on Barrier-Free Transportation with representatives of urban and rural municipalities, consumers with disabilities and industry. The Committee was set up in the spring of 1990.

-With input from the Advisory Committee, work is underway on : reviews of existing capital and operating grant programs for municipalities; the development of barrier-free standards for the transportation and pedestrian environments; legislative reviews (e.g., parking); and, the planning of demonstration projects by industry and municipalities.

-Plans for 1991/92 relate to these activities. While requirements in 1990/91 are being met by reallocating funds, plans for 1991/92 would have to be significantly reduced if new dollars were not available.

-Any changes to existing municipal grant programs related to the disabled will be submitted in an RFD as part of the regular review and renewal of the Cities Partnership and other municipal programs. This is scheduled for implementation in 1992/93.

Plans for 1991/92

Coordination, Program Development and Standards – $269,000:

Requirements include:

-Advisory Committee - Committee/subcommittee meetings and supporting Coordinator (e.g., expenses for consumer representatives, contract for coordinator).

-Program Reviews and Development - consultant studies involving stakeholder consultation.

-Provincial Standards - joint work with municipalities to develop and adopt common standards in areas such as curb cuts, and accessible features in new bus purchases (e.g., engineering and other studies and information dissemination).

-National Standards and Initiatives - support for the Canadian Standards Association work in such areas as wheelchair designs and tie downs to be used in moving vehicles, and for federal-provincial consultation and joint initiatives.

Demonstration Projects - $400,000

Initiatives under consideration are:

-Wheelchair Accessible Inter-City Bus - special one time marketing support for Greyhound to encourage accessible service in the Edmonton-Red Deer-Calgary corridor and to make consumers aware of the service.

-Accessible Taxis - special one-time grant to a municipality to test a taxi service as an alternate/supplement to expensive door-to-door parallel transit (e.g., DATS).

-Community Bus...- a special one-time grant to a municipality to test a fixed route service as an alternate to expensive door-to-door parallel transit.

-Other projects in rural areas and small towns.

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6. Housing		*•Alberta Municipal Affairs & Housing* *•Alberta Labour*	
6.1 Alberta Municipal Affairs and Housing to develop a comprehensive housing policy, that will ensure that Albertans with all types of disabilities can choose from a range of affordable and accessible housing options. The policy statement should:	Complete by April 1991	It should be possible to develop a draft housing policy by October 1991. However, it will not include all of the elements suggested by the Council. An advisory group, such as that recommended in Recommendation 6.2 could be considered to provide input on the policy formulation. (Municipal Affairs)	The Housing Division will develop a comprehensive housing policy for persons with disabilities. The Council's suggestions with respect to the content and timing of the policy statement will be considered. Other provincial government departments will be consulted. (Municipal Affairs)
6.1.1 address the individual's choice of housing location, regardless of disabling condition, as a human right; ***Status of Recommendation: In Process.***		There are realistic limits to choice in terms of housing location. Most of these limits apply to the general population, as well as people with disabilities (for example choice limited by income). (Municipal Affairs) Housing location is also related to service availability for persons with disabilities (for example, attendant care or DATS service if required). (Municipal Affairs).	Dealing with this matter in terms of human rights is not appropriate. Few people in society have absolute rights in terms of where they would prefer to live. The draft housing policy developed will address feasible alternatives to increase choices in housing locations (Municipal Affairs)
6.1.2 specify a requirement for a minimum of 10% barrier free affordable public housing units throughout the province for all disability groups, in accordance with revisions to the Alberta Building Code; ***Status of Recommendation: Under Review.***	Beginning in 1990	Increasing the requirement from 5% (as required by Canada Mortgage and Housing Corporation (CMHC) for each program) to 10% for barrier-free housing will increase capital costs. (Municipal Affairs) We assume "public housing" includes all forms of government funded social housing. (Municipal Affairs) Federal housing programs such as Urban Native and cooperative housing could also be affected by this recommendation. (Municipal Affairs) There is a need to define the term "barrier-free" in relation to "all disability groups" in terms of the impact of this recommendation. (Municipal Affairs) CMHC allows adapted units to exceed maximum unit prices (MUP) by 12%. This policy needs to be reviewed. (Municipal Affairs) Need and effective demand must be taken into account when establishing percentage targets for barrier free housing. (Municipal Affairs)	It is not clear if there is a need for 10% barrier-free units. This could be tried on a trial basis to gauge demand without modifications to the Building Code. (Municipal Affairs) The Housing Division will establish a minimum percentage of barrier free units. However, the percentage may vary by location and by program. (Municipal Affairs)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6.1.3 require the establishment of a cross-disability provincial housing registry; ***Status of Recommendation: Under Review.***	Complete by 1992	The Housing Division is working with the existing Registries and other groups representing people with disabilities to review the feasibility of the proposed registry, and to examine potential options to address identified needs. (Municipal Affairs)	The need for a new registry is unclear. There is potential for duplication of existing registries (as many people with disabilities are seniors). (Municipal Affairs) A variety of options need to be considered including electronic information exchange capabilities, adding responsibilities to existing registries and creating multi-purpose registries. (Municipal Affairs) Existing registries are not convinced that this will improve service and they are concerned about the long-term effects on their operations. (Municipal Affairs) Existing groups operating the handicap registries may not be appropriate to operate a cross-disability registry because they only represent the physically disabled. (Municipal Affairs) Existing groups may not have the desire or expertise to operate cross-disability registry. (Municipal Affairs) A new province -wide cross-disability registry could cost between $200,000 and $500,000 per year, if extensive travel to provide outreach/counselling services is contemplated. (Municipal Affairs)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6.1.4 identify a broad range of shelter options which must be available to meet the needs of *all* persons with disabilities; *Status of Recommendation: In Process.*		The Housing Division is working with organizations such as the Handicapped Housing Society of Alberta on developing a broader range of options. The Housing Division is committed to providing the Society with experimental project planning and co-ordination funding for this purpose. (Municipal Affairs) The Housing Division relies on community based groups to identify new and innovative housing options, rather than dictate the range of possibilities. The Housing Division is prepared to continue this process through more formalized consultation. (Municipal Affairs) It should be noted that the private sector has the potential to play a broader role in the provision of housing to persons with disabilities. (Municipal Affairs) A number of existing programs have the potential to fund alternative options. Perhaps this could be better communicated to groups and proponents. (Municipal Affairs)	It appears that the recommendations do not give much recognition to the important role of the private sector in the provision of housing for persons with disabilities. (Municipal Affairs) Research is underway to quantify the need for housing for persons with disabilities. (Municipal Affairs) Funding for care or services in some projects comes from other departments. The viability of projects is determined by the availability of funding in a number of cases. (Municipal Affairs) The Housing Division is committed to providing up to 200 housing units for people with physical disabilities in Edmonton and Calgary during the next three years. (Municipal Affairs) The Housing Division is not receiving enough applications to use the funding available. A more pro-active approach may have to be taken to developing new projects. (Municipal Affairs)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6.1.5 ensure that grant programs, such as the Home Adaptation Program (HAP) for making homes accessible, are available to persons with all types of disabilities, regardless of income level, and that housing program grant ceilings be reviewed biannually and changed to reflect current construction costs; *Status of Recommendation: No Work Commenced.*	Complete by April 1991	The Department is not prepared to do away with income-testing for the Home Adaptation Program entirely. However, the Housing Division is prepared to review the income guidelines for the Program, in consultation with interest groups, from time to time to ensure that those in need are served. (Municipal Affairs) Alternative vehicles for providing assistance to disabled persons who do not use wheelchairs need to be considered. The Housing Division believes that persons who have disabilities which are not mobility-related, do not require extensive home modifications; certainly not modifications that would cost $5,000 per housing unit. The appropriateness of using a housing program to address the needs of all persons with disabilities is therefore questionable. (Municipal Affairs) A semi-annual review process for the program grant ceilings would be administratively difficult and probably not warranted because changes in home adaptation costs during a six month period are not usually significant. A review process similar to the one proposed above for the income guideline is recommended. (Municipal Affairs)	This recommendation advocates universal eligibility for the Home Adaptation Program (HAP). This runs contrary to current efforts to ensure that social programs are well-targeted. (Municipal Affairs) It is estimated that HAP take-up would increase fivefold and 1989-94 program grant costs would increase from $9.3 million to $43.4 million if this recommendation is implemented. (Municipal Affairs) Disabled people who do not use wheelchairs require fewer home modifications. It would be difficult for a blind or deaf person, for example to spend $5,000 to complete home modifications to accommodate their disability. The change suggested could put undue pressure on the Housing Division to fund non-housing items. Lower grants could be considered for different disabilities, but the Department would be in an awkward position in determining the amount(s). (Municipal Affairs) In consultation with other Departments we have been advised against further widening of program eligibility due to costs, administrative problems and the precedent this could set for other programs. (Municipal Affairs) If the recommendation is implemented, the issue of the current HAP delivery approach should be re-examined. (Municipal Affairs)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6.1.6 specify that rent subsidies be attached to the individual (but not be regarded as income), rather than to the housing unit; *Status of Recommendation: No Work Commenced.*	Complete by April 1991	A major review of all income support and housing subsidies programs would be needed to properly evaluate a shelter allowance approach. (Municipal Affairs) Resources would need to be re-assigned from existing building and subsidy programs to accommodate a shelter allowance scheme. (Municipal Affairs) At this point in time, Alberta Municipal Affairs does not support a universal shelter allowance program because of its prohibitive cost. (Municipal Affairs)	This recommendation effectively advocates shelter allowances for persons with disabilities. (Municipal Affairs) Income support programs, such as AISH and SALL-D provide explicit assistance for shelter. The recommendation needs to be considered in this context. (Municipal Affairs) A shelter allowance approach would allow more choice in terms of accommodation but it could get expensive and would not work in tight housing markets. (Municipal Affairs) Since most adapted housing is now in the public non-profit domain and is subsidized, choice is somewhat limited. However, a shelter allowance approach raises the issue of double subsidization of people who occupy these units or receive SCRAP grants. (Municipal Affairs) An alternative would be to make greater use of Private Landlord Rent Supplement. (Municipal Affairs) Currently, CMHC does not cost-share shelter allowance programs. (Municipal Affairs) The definition of core need for federal/provincial programs as it applies to persons with disabilities needs to be reviewed by the Housing Division and CMHC. (Municipal Affairs)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6.1.7 make provision for adequate numbers of short-term housing units, such as transitional accommodation and emergency shelters, for all disability groups; *Status of Recommendation: No Work Commenced.*	Complete by April 1991	More clarification is required on the need for the types of facilities recommended. (Municipal Affairs) More information is required on Social Services plans to de-institutionalize persons with handicaps. (Municipal Affairs)	Again, the need for various types of accommodation needs to be clarified. (Municipal Affairs) The Housing Division can provide mortgage assistance for the facilities mentioned, but operating funding may be required from other Departments. (Municipal Affairs) The phase-out of Special Purpose Housing assistance to transitional and emergency facilities affects the Housing Division's ability to respond. (Municipal Affairs)
6.1.8 require that the accommodation for persons with disabilities be provided by the departments and agencies that have housing as their mandate. *Status of Recommendation: In Process.*		The Housing Division has been working with other departments to coordinate funding for projects and will endeavour to do more in this area. There is definitely a need for longer-term strategies. (Municipal Affairs)	More clarification is required on the meaning of this point. (Municipal Affairs) The Housing Division participates on an advisory committee with representatives from Alberta Health, the Solicitor General's Department, and Family and Social Services on special purpose housing. Additional coordination through this committee would be possible and desirable. (Municipal Affairs)
6.2 Establish a cross-disability advisory committee to assist Alberta Municipal Affairs in developing and implementing this policy. This committee should: **6.2.1** be stakeholder based in a manner similar to the Barrier Free Design Committee in Alberta Labour; *Status of Recommendation: In Process.*	Complete in 1990	The Housing Division will set up and participate on a cross-disability advisory committee to address issues related to housing for persons with disabilities. Terms of reference would specify the scope and nature of the committee's work. The committee could meet on an on-going basis to address the issues listed under the recommendation, as well as other matters. (Municipal Affairs) The Housing Division will invite participation in the committee through an open advertisement early in 1991. (Municipal Affairs)	An ongoing advisory or liaison committee, similar to the ones that we have with the industry could be considered. It would be helpful if the Council could assist in the identification of groups to be included. (Municipal Affairs) It will be quite difficult to establish membership because of the large number of groups advocating the interests of various groups of people with disabilities. As well, some of the groups do not operate in perfect harmony. (Municipal Affairs)
6.2.2 assist the department with policy development; *Status of Recommendation: In Process.*		No responses provided.	"Advise" the department on policy matters would be a more appropriate terminology. (Municipal Affairs)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6.2.3 guide the establishment of a cross-disability housing registry; and *Status of Recommendation: In Process.*	Complete in 1990	It is agreed that the committee should have a time limited mandate with ongoing functions to be assumed by a Registry if and when a provincial registry is created. However, if the provincial registry is not created, then the committee's function would be to address issues as they arise. (Municipal Affairs)	See comments under Recommendation 6.1. (Municipal Affairs)
6.2.4 have a time limited mandate, with ongoing advisory functions to be assumed by the housing registry once it is established. *Status of Recommendation: In Process.*			The committee could be ongoing, addressing issues as they arise. (Municipal Affairs)
6.3 Alberta Labour to include the following amendments in the 1990 revision of the Alberta Building Code to ensure a broader range of housing options for persons with disabilities:	Complete in 1990	The Housing Division will deal with a number of these issues through a review of proposed Building Code changes. (Municipal Affairs)	This covers a series of issues only some of which we are prepared to provide input. (Municipal Affairs)
6.3.1 set standards for adaptation that will be appropriate for all types of disabilities; *Status of Recommendation: In Process.*	Complete in 1991	The 1990 Alberta Building Code will provide standards which can be used for adaptation of housing for all types of disabilities. Cost: no cost to Alberta Labour. (Alberta Labour) There is an overlap with recommendation 7.1.3. (Municipal Affairs)	
6.3.2 increase the number of adapted units for all public housing projects to a level of 10%; *Status of Recommendation: In Process.*	Complete in 1991	The 1990 Alberta Building Code will increase the number of adapted units required for public housing projects to a level of at least 10% for most projects. The percentage will vary depending on the size of the project. No cost to Alberta Labour. (Alberta Labour) See discussion under recommendation 6.1. (Municipal Affairs) There is an overlap with recommendation 7.1.7. (Municipal Affairs)	The 1990 Code will require adapted units at rates as follows: -2 or more in a project of 10 to 25 units -5 or more in a project of 25 to 50 units -10 or more in a project of 51 to 100 units -15 or more in a project of 101 to 200 units -20 or more in a project exceeding 200 units. (Alberta Labour)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
6.3.3 require that new apartment buildings of less than four storeys be accessible to all disability groups. *Status of Recommendation: No Work Commenced.*	Complete in 1991	The 1990 Alberta Building Code will require access to apartment buildings, however, for two and three storey walkup apartments, buildings access need only be provided to the first storey. Cost: no cost to Alberta Labour. (Alberta Labour) The recommendation will have major impacts on the rental market. Extensive consultation with industry and other groups is required before implementation is contemplated. (Municipal Affairs) There is an overlap with recommendation 7.1.1. (Municipal Affairs)	Ground floor access to walk-ups may be a less costly alternative worth investigating. (Municipal Affairs) The change suggested will have a significant impact on construction costs for small apartments. Even the smallest two or three storey apartment would require an elevator. Operating and maintenance of elevators could be a problem in remote areas for small projects. (Municipal Affairs) The private sector needs to be consulted on this matter. (Municipal Affairs) Requiring ground level access to the first floor of all apartment building. This option was recently recommended by the Handicapped Housing Society of Alberta (Municipal Affairs) Would require a minimum project size to make modifications feasible. (Municipal Affairs)
6.4 Alberta Municipal Affairs to strongly recommend to municipal governments that they amend zoning by-laws so that group homes are categorized as "Permitted Use", rather than "Discretionary Use", within residential areas. (The current classification of group homes as "discretionary use" means that an application must be made for approval prior to establishment in a neighbourhood. The result has often been an outright refusal by neighbourhood residents to allow a group home. This action is discriminatory and amendments to the Individual's Rights Protection Act to include mental disability would give potential group home residents recourse to the law; however, a change in zoning by-laws would remove the requirement for an application; and review in order to establish a group home in a residential neighbourhood). *Status of Recommendation: No Work Commenced.*	As soon as possible	This recommendation should not be supported. Forcing a change in the way development permits are processed by municipalities interferes with local autonomy and goes against the philosophy of the Planning Act. (Municipal Affairs) Many municipalities are well aware of the issues of group homes and are dealing with them in a manner appropriate for the local situation. (Municipal Affairs) The solution to "neighbourhood reactions" to group homes is not going to be found by implementing this recommendation. Residents will likely oppose this action and will direct their anger towards the political system that implements it. Other methods or options should be considered. People want input into group home proposals. (Note: the current term of zoning by-laws is "land use bylaws" as stated in the Planning Act). (Municipal Affairs)	The Cities of Calgary and Edmonton Planning Departments would have serious concerns with being forced by legislation to take such action. They are already well aware of the issues and have taken action themselves to deal with group homes, and are considering further action in the future. (Municipal Affairs) Group homes are an issue with residents in all municipalities. Forcing the development of these homes without following usual procedures outlined in the Planning Act and municipal Land Use Bylaws - including the issuance of development permits, notification of affected landowners and the right to appeal the decision to allow development, goes against the entire philosophy set out in the Planning Act. It would only result in the issue to be dealt with at another level (i.e. political) or through means other than the planning system (e.g., demonstrations). (Note: The City of Edmonton requires development permits for *all* development. Calgary does have provisions for certain developments (Permitted Uses) to proceed without a development permit, but still require a building permit. "Special Care" homes are allowed in all districts without a development permit (up to 6 people). (Municipal Affairs)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7. Accessibility		*•Municipal Affairs & Housing* *•Alberta Labour* *•Alberta Treasury* *•Alberta Lotteries* *•Public Works, Supply & Services (APWSS)*	
7.1 Alberta Labour, in its 1990 amendments to the Alberta Building Code, to adopt the following recommendations as proposed by the Barrier Free Design Committee. These recommendations, in summary, include:	Complete in 1991	The Alberta Building Council has now completed its review of the 1990 Alberta Building Code and its recommendations include changes that respond to recommendations 7.1.1 to 7.1.16 inclusive except for recommendations 7.1.8 and 7.1.11. The Building Council will be reviewing recommendations 7.1.8 and 7.1.11 in early December of 1990. Cost: none to Alberta Labour. (Alberta Labour) The items directed at the Building Code and related issues will have an effect on the facilities of the Department of Public Works, Supply and Services. In this respect, the department has been incorporating modifications to improve accessibility within some of its maintenance programs. For example, handicapped parking stalls, curb cuts, and ramps to entrances have been included with site work projects. Although we will continue to accommodate some of the Action Plan specific objectives within our existing programs, the majority of any upgrading to attain barrier-free conditions for our existing facilities will be required to be done under a separate program. To this end, we propose the following recommendations: 1. continue to design all our new facilities to meet Alberta Building Code requirements;	Aside from the issues already addressed in the Housing section, Alberta Labour has the primary responsibility to address Council's accessibility recommendations. (Municipal Affairs) The department now designs all its new facilities to meet the Code requirements. (APWSS)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7.1 (Continued)	Complete in 1991	2. provide additional features in new facilities where required for acceptable accessibility;	The department will have no problem accommodating the Action Plan requirements, but would like to know what those requirements are. (APWSS)
		3. complete an evaluation of our existing facilities to determine existing conditions and establish upgrading requirements to achieve an acceptable level of accessibility for persons with disabilities. The results of the evaluation will be used to develop an appropriate budget and timeframe for a program of upgrading; and	A survey of approximately 3,600 owned and leased government facilities has been undertaken by the department to determine accessibility of buildings to persons with disabilities. The survey is expected to be completed by the end of December 1990, and a report ready by the middle of 1991. (APWSS) From preliminary indications from our survey (about 10% sampling out of a total of approximately 3,600 owned/leased buildings), we have projected a cost of approximately $35 million to upgrade our higher public use facilities to meet the Alberta Building Code accessibility requirements. (APWSS) We are unable to accommodate any portion of these costs within our existing or projected budget. However, if specific funds were to be made available for a program of upgrading, we envisage possible implementation with cash flows of $3, $7, $10, $10 and $5 million over a 5 year period based on our preliminary survey results to date.(APWSS)
		4. promote and encourage the inclusion of "accessibility" projects for funding under appropriate lotteries funded programs. (APWSS) In addition, APWSS supports the objectives of the Barrier-Free Design Committee and would be pleased to assist in its work by provision of professional or technical representation.	
7.1.1 Apartment buildings of less than four storeys will no longer be exempt from compliance with barrier free design standards. *Status of Recommendation: Fully Implemented.*		Deletion of the existing exemption will cause a substantial rise in construction costs of small two or three storey apartment buildings particularly in markets where these structures were previously built without elevators. The rise will probably be much more than the additional 1% cost increase cited. It would appear that the costs have been calculated on the basis of the larger structures to which the code currently applies. Further, the impact of such cost increases may be exacerbated because many of these small structures are targeted to the moderate income rental market. (Municipal Affairs) The recommendation should be tempered to apply to larger buildings where the costs would not be prohibitive or perhaps in small buildings limited to dwellings closest to grade. (Municipal Affairs)	

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7.1.2 If a building is intended to be barrier free, there must be provided a barrier free path of travel to all suites in the building, as opposed to just entry access. *Status of Recommendation: Fully Implemented.*	Complete in 1991	This proposal could have a very costly impact on small multi-unit buildings. Even the smallest two or three storey would be required to provide an elevator which has both capital and operating expense implications. These capital costs could be further increased because of new proposed fire regulations which require elevators to be fire-protected, and fire-separated zones created in buildings. Operating problems could also be serious in smaller remote communities where repair and maintenance personnel are not available. One can readily envision a wheelchair user stranded on the upper floor of his/her building or denied access to his/her floor, pending the intervention of an out-of-town serviceman. (Municipal Affairs)	
7.1.3 Definition of disability will include physical, sensory, and mental disability. *Status of Recommendation: Fully Implemented.*		This recommendation is conceptually understandable, but its implications are not clear. In particular it is not clear if adoption of this recommendation would result in accessibility-related modifications in addition to those required by other provisions. (Municipal Affairs)	
7.1.4 Visual alarm signals will be required in any building intended to be barrier free. *Status of Recommendation: Fully Implemented.*		The intent of the recommendation is acceptable, but the scope, technical and cost implications are not clear. The recommendation should be further developed to the point where these implications are specified. For example, if this recommendation means the provision of alarm lights in all rooms of all apartments, then we must question whether there is evidence to support the significant cost and aesthetic implications of such a measure. (Municipal Affairs)	
7.1.5 A downward change in elevation will be signalled by a tactile, color contrasted warning strip. *Status of Recommendation: Fully Implemented.*		This recommendation appears to be useful and is not difficult or costly to implement. (Municipal Affairs)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7.1.6 The list of criteria recommended by the Canadian National Institute for the Blind (CNIB) for interior and exterior stairs will be added to design standards. *Status of Recommendation: Fully Implemented.*		Some elements of the proposed standards appear to be both desirable and reasonable, such as the detectable floor warning surface. However, other elements relating to such aspects as surfacing materials, free standing stairs or stair locations fail to recognize that these matter are often the result of extensive architectural and interior design efforts and are not decided solely on the basis of access for people with disabilities. Decisions on including these criteria should be decided individually on the basis of benefit, and disruption to normal design activities and made by Alberta Labour through its normal code adoption process. (Municipal Affairs) Finally, the Department is philosophically opposed to any suggestion regarding the retrofitting of existing buildings to meet new standards, unless it can be conclusively shown that it is required for compelling health or safety reasons. (Municipal Affairs)	
7.1.7 Residential projects funded in part or in whole by the Alberta Government will require an increase to 10% of units to be adapted for people who are physically disabled. *Status of Recommendation: Fully Implemented.*		There is not a need for 10% of the units to be adapted for the physically disabled in every project with government funding (which would have to happen if this was controlled by the Building Code). Depending on the purpose, location and client group, the proportion of adapted units in a project could range from 0 to 100%. (Municipal Affairs)	
7.1.8 Precast bumpers in parking lots will be required to be 760mm apart (wheelchair wheels are about 660mm apart). *Status of Recommendation: Under Review.*		It is assumed that this recommendation would only apply to areas where travel is wanted; consequently, this proposal is adequately covered by point 7.1.13 concerning barrier free exterior walks and might be incorporated in any regulations arising from that point. (Municipal Affairs)	
7.1.9 Building entrances equipped with security systems will require both visual and audible signals to indicate door lock release. *Status of Recommendation: Fully Implemented.*		This recommendation does not seem critical in terms of its importance. Most current electrical locks give off an audible signal as part of their normal operation when activated; however, those with hearing disabilities can check the door simply by trying to open it. (Municipal Affairs)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7.1.10 When providing access from buildings to exterior parking, use of back or service entrances is to be avoided. *Status of Recommendation: Fully Implemented.*		Whereas parking for many residential buildings is located at the rear of the buildings, this recommendation is functionally inappropriate. (Municipal Affairs)	
7.1.11 Parking stall design will be as specified (3.7m wide, near accessible entrance, sign posted), and will be provided at the rate of one stall for every 100 or part thereof for any lot over 50 stalls. *Status of Recommendation: Under Review.*		This appears to be a reasonable suggestion. The obvious problem will be enforcement during peak demand periods. (Municipal Affairs)	
7.1.12 Specifications will be adopted for signage for people who are visually impaired, as described for various usages. *Status of Recommendation: Fully Implemented.*		The proposal appears to be reasonable. However, specifications should be reasonable in that they should not require excessive changes in existing buildings. (Municipal Affairs)	
7.1.13 Specifications will be adopted for exterior walks that form part of a barrier free path of travel, including surface, plane, width, and safety features. *Status of Recommendation: Fully Implemented.*		While there is general support for good and safe, exterior, barrier free access, concern must be expressed regarding some elements of this proposal. The proposed 1500mm walkway width seems excessive when one considers that many such walkways will serve very limited pedestrian loads such as from apartment parking lots to the building. The scale of this excessive requirement becomes evident when one considers the much narrower sidewalks which have successfully served many of our older neighbourhoods for years. Further, the proposal for walkways to have a 75mm upturned edge where the vertical drop from the walk exceeds 75mm, and there are no other barriers present, seems excessive when one considers the sidewalk to curb relationship of the general street configuration. (Municipal Affairs) These and similar proposals appear to ignore the economic and user realities of our built environment in which they must be implemented. (Municipal Affairs)	
7.1.14 Improved specifications will be made for positioning grab bars in washrooms, self closing stall doors, latch mechanisms, and placement of washroom accessories for ease of use and safety. *Status of Recommendation: Fully Implemented.*		This recommendation focuses on the details of features which are important to achieving accessibility. (Municipal Affairs)	
7.1.15 Where public telephones are provided, at least one will be provided with a variable volume control on the receiver. *Status of Recommendation: Fully Implemented.*		This recommendation is contained in the proposed 1990 Alberta Building Code and seems plausible. However, we do not know what this recommendation will cost. (Municipal Affairs)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7.1.16 Where public telephones are provided in lobbies and entrance foyers, at least one will be provided with a built-in telecommunications device for the deaf. *Status of Recommendation: Fully Implemented.*		Initial evidence suggests that these units will cost approximately $4,500 + per installation. This cost becomes prohibitive when considered in the content of the wide disbursement of telephones suggested by this proposal. Instead, a more specific allocation such as in transit facilities, court buildings and police or fire stations might not only be more useful, but more fiscally responsible. (Municipal Affairs)	
7.2 Alberta Labour to strengthen the role of the Barrier Free Design Committee by: **7.2.1** establishing it as a permanent subcommittee of the Alberta Building Standards Council, with an ongoing mandate to review and propose changes to Section 3.7 (Barrier Free Design) of the Alberta Building Code; *Status of Recommendation: Under Review.* **7.2.2** appointing the Chairman of the Barrier Free Design Committee as a member of the Building Standards Council; *Status of Recommendation: Under Review.* **7.2.3** ensuring that Barrier Free Design Committee has cross-disability representation. *Status of Recommendation: Under Review.*	Change immediately	Currently under review. It would seem inappropriate to make changes now since the overall framework is under review but commit to evaluating the role of the Committee in the new structure that will emerge under the Uniform General Safety Act. (Alberta Labour) The primary responsibility for this recommendation should be with the private sector. Action on and encouragement of barrier-free designs would be more effective if the initiatives came from the building industry and related professions. Cost: none to Alberta Labour. (Alberta Labour) It is important that all pertinent segments of society are fairly represented in drafting sections of the Alberta Building Code which are relevant to their interests and needs; however, special care must be taken to ensure that the special interests represented on any committee do not skew the informed and balanced decision making process currently managed by Alberta Labour in their code adoption process. (Municipal Affairs)	The Council asks that we immediately strengthen the role of the Barrier Free Design Committee. Since we are in the process of completely restructuring the code development and interpretation function in General Safety, there would be little point in attempting to integrate this committee at this time. However, the Barrier Free Design Committee could play a significant role in the code development structure that will be outlined in the discussion paper on the Uniform General Safety Act regulations due in May. (Alberta Labour)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7.3 Alberta Labour to sponsor a Premier's Barrier Free Design Award program to recognize efforts by students, designers, architects and developers to incorporate innovative barrier free design construction, in line with the proposal developed and approved by the Barrier Free Design Committee. *Status of Recommendation: No Work Commenced.*	Implement by April 1991	The primary responsibility for this recommendation should be with the private sector. Action on and encouragement of barrier-free designs would be more effective if the initiatives came from the building industry and related professions. Cost: none to Alberta Labour. (Alberta Labour) Do not see the primary responsibility as resting with government. Action on and encouragement of barrier free designs would be more effective if the initiatives came from the building industry and related professions. The Premier's Council should direct their very considerable talents to that end. (Alberta Labour) An award program can be a good inducement for design improvement or as a means to tap the innovative elements within society. However, there is nothing inherent within the concept to presume that it must be a government program. In fact, in terms of political independence, the potential to endorse or even encourage controversial endeavors, and the opportunity to reap public acclaim, such an Awards program might be more appropriately sponsored by an advocacy group, social council or association curreatly working within the field of accessible design or construction. (Municipal Affairs)	
7.4 Alberta Labour, in consultation with the Barrier Free Design Committee, to conduct a review of its enforcement policy and, implement initiatives to ensure stricter compliance with Section 3.7 of the Alberta Building Code. This review will address the need for: •more formalized relaxation criteria; •formal training and certification for building inspectors; •workshops and seminars for building inspectors, designers and other construction professionals; •directives from Alberta Labour to other jurisdictions regarding its revised enforcement policy. *Status of Recommendation: No Work Commenced.*	Complete by 1991	We should respond by indicating that there is little profit in evaluating the current system since it is undergoing fundamental change. The accreditation system contemplated under the proposed statute will allow local governments and the province to formally address the question of Code enforcement as part of the accreditation process. We might suggest that the Council work with local governments to influence day-to-day Code enforcement. (Alberta Labour) We have no information on the adequacy of enforcement and feel that this issue is a management responsibility of Alberta Labour. (Municipal Affairs)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7.5 Alberta Labour to assist in the funding and development of a provincial Barrier Free Design Centre. Such a centre would: •be a joint venture involving a community agency, the private sector and government; •provide a storeroom containing models, materials, latest furnishings and equipment for barrier free design; •maintain, update and distribute barrier free design literature, including the Barrier Free Design Guide, produced by Alberta Labour Barrier Free Design Committee; •sponsor workshops and seminars for building inspectors, professionals and students on barrier free design; •monitor compliance with barrier free design requirements; •support the development and promotion of a signage system for barrier free access identification; •maintain a directory of building professionals and equipment and furnishings manufacturers with expertise in barrier free design; •sponsor campaigns aimed at promoting public awareness of the need for accessible buildings and facilities. *Status of Recommendation: No Work Commenced.*	Complete by 1992	The primary responsibility for this recommendation should be with the private sector. Action on and encouragement of barrier-free designs would be more effective if the initiatives came from the building industry and related professions. Cost: none to Alberta Labour. (Alberta Labour) As an extension of the position expressed in regard to 7.2, we are not convinced of the merit of unduly emphasizing the particular interests of any housing or design sub-group. Rather, we endorse the broader equitable treatment of all groups. Furthermore, some of the duties ascribed to the centre such as "monitor compliance with barrier free design requirements" appear to infringe on the legislated duties of government (Alberta Labour) and municipal agencies (building inspectors) and should not form part of any Centre's mandate. (Municipal Affairs)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
7.6 Alberta Treasury , in consultation with Alberta Labour and its Barrier Free Design Committee, to develop a policy with appropriate eligibility criteria that will provide tax credits to businesses for barrier free design improvements for "reasonable accommodation" of employees, consumers, or tenants with disabilities. *Status of Recommendation: No Work Commenced.*	Develop by 1993	Tax credits have been proposed as a means to encourage a diverse range of socially desirable activities such as residential renovations or energy conservation. However, a review of jurisdictions where such schemes have been implemented suggests that their relative success is a matter of contention. Furthermore, in light of calls for fiscal restraint, it appears questionable if such a proposal would enjoy either legislative or popular support at this time. (Municipal Affairs)	
7.7 Alberta Lotteries to revise its granting criteria for the Community Facility Enhancement Program (CFEP) whereby: •10% of the annual grant will be allocated specifically for barrier free design enhancements; •barrier free design modifications will be required as part of the overall grant proposal for major renovations where a facility is not already accessible. *Status of Recommendation: In Process.*	Immediately	The Community Facility Enhancement Program (CFEP) began accepting applications on October 17, 1990 and will continue accepting applications until September 1, 1991. As this three year program is more than half completed, it would be the intention of the department to continue to deal with the review and processing of applications according to current practices. An established aspect of the CFEP Program Guidelines is the determination of the extent to which a capital project, submitted for CFEP funding, enhances facility access and utilization by disabled persons. (Alberta Lotteries) Should the review of general lottery disbursements, which will be undertaken this year indicate that the CFEP program term should be extended, then the requests contained in the action plan would be actively taken into consideration at that time. (Alberta Lotteries) We are not in a position to assess the value and/or feasibility of this recommendation. (Municipal Affairs)	Inclusion at this time will reduce the demand for future programs to enhance accessibility. (Alberta Lotteries)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8. Personal Supports		*•Alberta Health* *•Family & Social Services* *•Alberta Education* *•Seniors Advisory Council for Alberta*	
8.1 The Alberta Government, through Cabinet, to establish a new approach to the provision of supports to persons with disabilities by developing a single, consolidated Community Supports Unit. This unit must ultimately incorporate a variety of support programs that already exist in government departments in addition to such other components as are required to meet unmet needs. (Various components will be phased in prior to the April 1993 timeframe). At this time all public funding for supports to assist persons with disabilities to access education, training, employment, housing, and other aspects of community living will be awarded from this Community Supports Unit. This unit will reflect the following qualities: •<u>from the consumer's perspective</u>, the unit must: -be flexible and responsive to individual needs, rather than driven by arbitrary regulations involving categorization of people; -ensure a system of minimal intrusion into the consumer's life, in assessment, planning and delivery of support; -provide non-discriminatory entry criteria with easy local access; -ensure availability of case management for the consumer who wishes it; -utilize consumer input through participation in an ongoing advisory group composed of stakeholder representatives; -serve as a single entity that permits people to access the full range of supports, regardless of the purpose for which supports is needed; -offer an independent appeal mechanism.	Fully operational by April 1993	Alberta Health is participating in discussions as a member of the Community Supports Unit Task Force. (Alberta Health)	Throughout the report the emphasis is on total integration of persons with disabilities. There are only a few exceptions made to this, and in each case it is emphasized that these exceptions should be for a time limited period only. While the Seniors Advisory Council support the emphasis on community living, we suggest that for some older people (and for some younger disabled persons), care in institutional settings is the most appropriate alternative--even on a long-term basis. This is supported by the Premier's Commission on Future Health Care for Albertans in the Rainbow report (page 51). We believe that the emphasis should be on appropriate assessments, with the appropriate package of services is provided in the appropriate setting. (Seniors Advisory Council) The Premier's Council appears to have many concerns about the 'medical' approach, and we believe that this is unrealistic. Most older persons are disabled due to illness. There are younger persons, also, who are disabled due to illness--for example, those with multiple sclerosis or strokes. We believe that both approaches are needed. What older people and many disabled younger persons need is an integrated medical/social/protective service. (Seniors Advisory Council) Access to appropriate diagnostic, treatment and rehabilitation services is essential, and this is an area not examined or mentioned in the Plan. This includes the need for good acute hospital care and good long term facility care, as well as accessibility to these services for persons living in the community. (Seniors Advisory Council)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.1 (Continued)			
•from the operator's perspective, the unit must: -operate from a "community living" rather than a medical welfare model; -be primarily a funding mechanism with case coordination capabilities. Service provision should be a secondary role for the unit, and a primary role for the community; -have autonomy to protect it from the pressures of other department priorities; -encompass existing services and their resources, including but not limited to Handicapped Children's Services, Aids to Daily Living, and Coordinated Home Care, but with an expanded philosophy and mandate to provide supports not readily available under existing programs; -have an evaluation/accountability component built in that focuses on factors that include but are not limited to costs/benefits. *Status of Recommendation: In Process.*	Fully operational by April 1993	See page 57.	
8.2 The Ministers of Alberta Health and Alberta Family and Social Services, in conjunction with the Premier's Council, to establish a Community Supports Unit Task Force to provide direction in the design and implementation of the unit. •The Task Force is to be co-chaired by the Deputy Ministers or their designates and is to complete recommendations to Cabinet.	Recommendations to Cabinet by January 1991	Alberta Health is participating in the Community Supports Unit Task Force. (Alberta Health) Discussions with Premier's Council and Economic Development supported recommendation, and having the Honourable Roy Brassard designated to establish a Community Supports Units Task Force. (Economic Development & Trade) A senior management representative has been assigned to the Community Supports Unit Task Force. (FSS)	Department of Education has been given responsibility to chair an inter-departmental committee. (FSS) This recommendation referring to the establishment of a Personal Supports Unit could potentially be problematic in that it may result in a greater segregation and less reliance on the generic service system. (FSS)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.2 (Continued) Terms of reference for the Task Force to include, but not be limited to the following: •develop an appropriate mission statement and goals for the program; •identify all existing programs and their associated services which would appropriately be consolidated in the unit; •recommend an appropriate organizational structure for the unit (i.e., should it be a branch of an existing department or an autonomous commission); •develop assessment, planning and eligibility criteria; •recommend an appropriate mechanism to ensure communication and cooperation with other departments (e.g., Alberta Career and Employment, Alberta Education); •recommend the structure and composition of an advisory body to ensure stakeholder input into the design and functioning of the unit; •identify how the unit will utilize, support and promote the expertise of community service delivery agencies in assessment, planning and delivery of service (e.g., contracting for service); •identify the entry point from which the consumer will access the unit at the local level (e.g., through social services offices, health units, or some new entry point); •project staffing requirements, both in the central unit and at the local level; •develop a consolidated program and administrative budget for the unit. *Status of Recommendation: In Process.*		See page 58.	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.3 Alberta Health to modify existing programs and services under its jurisdiction to reach the proposed long term goal of a single source of personal supports, as follows:			We support this recommendation; however, we have major concerns about removing the responsibility for the Coordinated Home Care Program from the Department of Health and the health units and placing this program under the responsibility of a new bureaucratic unit. Eighty-five per cent of the clients of the home care program are seniors, and it has in general served older people well. We believe that the professional health services in home care need to be continued (and they might not be in view of the emphasis in the Action Plan) and that, along with these, a greater emphasis be placed on the social supports mentioned above. (Seniors Advisory Council)
8.3.1 modify the mandate from a focus on early exit from or delayed entry to hospital to include providing medical and non-medical supports (personal assistance, homemaking, home help) for those with long term care needs in their homes; *Status of Recommendation: In Process.*	Begin immediately	Mandate of Coordinated Home Care already includes long term care needs although people under 65 have restricted access. Planning is underway to improve access of persons under 65 to support services. (Alberta Health)	Gradually, throughout the province, the single entry model to long-term care services is being implemented. This model has been piloted in two areas and is now being expanded to other areas with the support of the Department of Health. The home care program is the entry point to long-term care services under this model. (Seniors Advisory Council) We believe that it would be <u>most</u> unfortunate and a backward step to ignore these important steps which have been taken in the coordination of services and to consider turning the entry point over to any other community service provider. Also, for older people, the most "user friendly service" is the home care program. Social Services, administered by the Department of Family and Social Services though district offices, are viewed as "welfare". (Seniors Advisory Council)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.3.2 initiate an expansion of the eligibility criteria for those under 65 years of age by adding non-medical entry criteria, developing some priorities, and reviewing other models such as the Polio Program which provides dollars rather than direct service; ***Status of Recommendation: In Process.***	Begin in 1990	Expansion of eligibility criteria to people under 65 years has been recommended and a Request for Decision (RFD) is in process. A three year transitional strategy has being developed jointly by Health and Social Services. The Coordinated Home Care Program would become a more generic program for home care health and support services, with persons with physical disabilities (both seniors and younger persons) as the primary target group. No change will be proposed to the mandate for programs and services for persons with mental disabilities. (Alberta Health) A proposal to eliminate the requirements for physician authorization of admission has been approved by ADM's and will be included with other regulation changes regarding persons under 65. (Alberta Health) Direct funding in Home Care has been examined, a model has been developed and a pilot project is being proposed in the RFD. The results of review of the Polio Program were considered in developing the proposal for a pilot project. (Alberta Health) Funding for the Art Space Housing Cooperative for cooperatively-managed care similar to that at Abby Road, is being included in the RFD. This can be viewed as a variation on the direct funding approach since funds are provided to a cooperative to purchase and allocate services for members. (Alberta Health) Estimated costs of Home Care initiatives including those identified in recommendation 8.8 are $6.0 million in 1991-92. (Alberta Health)	
8.3.3 in collaboration with community agencies and Family and Social Services, develop and publish guidelines on ethical behaviour, appropriate attitudes toward persons with disabilities, and employer/employee rights and responsibilities for those providing personal care services in the province. These guidelines should be available to persons with disabilities and their advocates through health units and social services offices; ***Status of Recommendation: No Work Commenced.***	Complete by April 1991	Health has not yet undertaken work on guidelines, but plans to do so if funds are approved for a pilot project on self-managed care using direct funds in Home Care. (Alberta Health)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.3.4 review the policy on eligibility with a view towards ensuring: -that the program is applicable to people of all ages with all types of disabilities: this could be accomplished by following the expansion priorities list prepared in consultation with community agencies within the last five years; -that the program is equitable applied, i.e., that cost sharing is either universally applied so that it includes groups that are currently exempted (seniors, people disabled by polio), or is eliminated altogether. *Status of Recommendation: In Process.*	Begin immediately	Certain benefits are presently available only to certain groups of Albertans depending on age, income, or diagnostic criteria. An RFD has been submitted for government consideration of policy changes to make the program more equitable. It is proposed that some benefits be made available to all clients who meet basic eligibility criteria. Some benefits will remain restricted to certain age groups, i.e. hearing aids will be available only to those under 18 and over 65 years. (Alberta Health) Many low cost items would be eliminated. Certain exemptions from cost sharing would be removed, e.g., beneficiaries of the Polio Program, Handicapped Children's Services and seniors would cost share. Low income Albertans on AAIP, S'AILL and Widow's Pension would continue to be exempt. (Alberta Health) Funds would be used to add benefits for other types of disabilities or to expand eligibility for benefits (e.g., power wheelchairs to adults, ventilators, suction therapy, ostomy supplies and other items). In addition, the $100 deductible would be removed and the maximum contribution to be made by any family unit would be reduced from $1000 to $500. (Alberta Health)	We believe that the exemption for seniors is still most important as 44% of all Old Age Security recipients in Alberta (almost all persons age 65 and over) were receiving supplementary income assistance form the federal and provincial governments in December 1989. (Seniors Advisory Council)
8.3.5 modify the program so that the role of the Alberta Aids to Daily Living (AADL) becomes one of approving the type of aid and the cost cap, training assessors and monitoring patterns of usage, rather than negotiating with suppliers and maintaining a catalogue. Present practices of requiring people to acquire AADL benefits from a specific supplier should be abandoned. *Status of Recommendation: Under Review.*	Implement by 1992	Presently being reviewed but concerns re quality assurance expressed. Not all people are able to accept this responsibility for themselves. Consideration could be given to a waiver of government responsibility for products selected directly by clients from unapproved sources. Examining ways to achieve Action Plan's principles and meet government's needs. (Alberta Health)	
8.3.6 increase the role of community agencies in assessing needs and finding appropriate aids by supporting technical resource centres, including a research and development function, and examining a system of fee for service agreements with agencies qualified to offer these services. *Status of Recommendation: In Process.*		AADL supports this recommendation and at present uses technical resources such as the Easter Seal Abilities Council and Diabetic Association. (Alberta Health)	
8.3.7 modify the procedure for providing Alberta Blue Cross benefits so that all subscribers pay only 20% up front as is currently the case for seniors and employees of some companies. *Status of Recommendation: Under Review.*	Implement by April 1991	The feasibility of improving the existing computer network is being examined. In the future, this will facilitate use of the magnetic strip health card technology to simplify access to benefits. Alberta Health is moving in the direction recommended. (Alberta Health)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.4 Alberta Family and Social Services to modify programs under its jurisdictions to reach the proposed long term goal:		No responses provided.	
8.4.1 ensure that children across the province have equal access to Handicapped Children's Services (HCS) benefits through adequate funding levels, staff knowledge, and prompt provision of information to parents. Particular areas of concern are the adequacy of respite services and the potential for losing continuity of service when the child enters the education system. *Status of Recommendation: No Work Commenced.*	Begin immediately	No responses provided.	
8.4.2 focus more program resources on funding for early identification and intervention strategies and finding alternatives to services that have extensive waiting lists so that families are made aware of services before they or the child are in a deficit situation. *Status of Recommendation: No Work Commenced.*		No responses provided.	
8.4.3 in conjunction with Alberta Education, modify the Handicapped Children's Services program and transfer resources for services like transportation and rehabilitation aides from Alberta Education, so that Handicapped Children's Services provides financial support to all children from birth to 18 years of age. Dollars should always follow the child. *Status of Recommendation: In Process.*	Complete by 1991	HCS has indicated they are already supplementing transportation costs for some students. (FSS)	
8.4.4 transfer responsibility and resources associated with Handicapped Children's Services from Family and Social Services to the central Community Supports Unit as part of the phase in of existing programs. *Status of Recommendation: No Work Commenced.*	Begin in 1992	No responses provided.	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.5 To ensure that individual service needs will be met for all persons with disabilities, Alberta Health, in conjunction with Alberta Family and Social Services, to examine the feasibility of an individualized service planning and funding model in which one option would be dollars going to the client. In examining this model, the importance of service planning is paramount; therefore, consideration must be given to: •development of standards and guidelines for certification/approval, and methods of payment for service, of community agencies who assist in developing lifestyle plans that will determine the amount of funding required by the individual. Planning must be an autonomous function, separate from service delivery, the fee for which should be included in the funding allocation for the individual; •creation of a flexible system which gives individuals the option to develop their own plans and to conduct their own assessments (according to guidelines developed by Alberta Health and Alberta Family and Social Services) or to approach an agency for this service; •the feasibility of direct funding options for those who want them. *Status of Recommendation: In Process.*	Begin immediately, implement by 1992	Alberta Health has developed a model for self-managed care using direct funding under the Coordinated Home Care Program. Family and Social Services will be consulted if funds are approved in the Home Care RFD for a pilot project. (Alberta Health) A consultant has been contracted by FSS to research and develop proposed Individual Lifestyle Planning protocols and models by January, 1991. (FSS) Identification of personal support components and potential funding guidelines will be complete in September, 1990. Expected outcomes are as follows: -establishment of a definition of Individual Lifestyle Planning -clarification of the roles of stakeholders in the process -establishment of guidelines for the process of Individual Lifestyle Planning in order to assist the individual to articulate a vision for the future -identification of the information needed in order to determine what level of funding is necessary and whether or not funding should be provided to the individual with a disability or their family -identification of service components which would potentially be funded and guidelines for determining costs of service components -establishment of guidelines for monitoring of the process and outcomes of Individual Lifestyle Planning on an individual basis. (FSS)	

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.6 Alberta Health to articulate a philosophy within mental health services that reflects recognition of the advances in both medical and non-medical treatment of chronic mental illness, including:	Complete by 1990		
•improved prevention of hospitalization and faster discharge through better medication control, early intervention and provision of support services like crisis and transitional units, ambulatory care and outreach services that are able to respond quickly;		Emphasis on regionalization and community services currently underway. Mental Health has developed a three year plan addressing this focus. However, resources are not currently available to address all the needs of this plan on an immediate basis. (Alberta Health)	
•increased emphasis on lifeskills training and supervision to enhance community integration;		Funded agency, hospital and mental health programs provide some services but access is limited due to availability of funds. (Alberta Health)	
•decreased emphasis on a medical model of support with increased focus on a holistic, client-centred model of support;			
•the value of a case manager and regional autonomy in the approach to provision of mental health services.		The case manager concept is being carefully considered in the delivery of mental health services in a variety of mental health programs. Regional Mental Health Planning Committees will be in place by Spring 1991. (Alberta Health)	
Status of Recommendation: In Process.			
8.7 In conjunction with this philosophy, Alberta Health to improve the balance between institutional and community resources in mental health services by:		The Seniors Advisory Council supports the stress the Action Plan places on the need for more effective community mental health services. The Council will like to add that these services be, for older persons, integrated with other community and long-term care services.	
8.7.1 ensuring that funding to institutions encourage development and implementation of outreach community follow-up programs. Institutions must take a lead in the future development of community support services for persons with mental illness;	Begin in 1991	Models used for community outreach programs may need to vary across the province. Where it is appropriate, hospital based programs will play a role in development of community support. There is some evidence that this may not be the most effective way to develop community services. (Alberta Health)	
Status of Recommendation: Unclear.			
8.7.2 evaluating existing models of community support for people with chronic, disabling mental illness, such as the Dane County model, and implementing these or similar models on a pilot basis in selected areas;	Begin implementation by 1991	Implementation of similar model underway at present in Grande Prairie. Program has just been through an evaluation process and results are being studied at this time. (Alberta Health)	
Status of Recommendation: In Process.			

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
8.7.3 increasing resources to community services that will result in a 30:70 ratio to institutional resources in the medium term and a 40:60 ratio by mid-decade. (The ratio is currently about 15:85.) *Status of Recommendation: No Work Commenced.*	30:70 by 1993 40:60 by 1995	Alberta Health supports the thrust of this recommendation, but there is no specific evidence to indicate that these ratios are the right balance for effective service. (Alberta Health)	
8.8 Alberta Health to sponsor a planning conference, in conjunction with Alberta Family and Social Services and community stakeholders, to look at the current spectrum of services for persons with brain injuries and to develop a comprehensive plan for services in Alberta that addresses: •jurisdictional issues; •nature and extent of services required; •a schedule and commitment to phase in development and operation of services. *Status of Recommendation: In Process.*	Complete in 1990	Consultation process with stakeholders has been initiated. A discussion paper is being prepared with input from consumers, advocacy groups and service providers to identify priorities for future development. The paper will be distributed widely in 1991 to seek feedback from the larger group of stakeholders. (Alberta Health) The Home Care RFD referred to in response to recommendation 8.3.2 includes a pilot project for community-based cognitive rehabilitation and life skills training. In addition, expansion of Home Care support services for persons under 65 should improve access for persons with brain injuries who can be served appropriately at home. (Alberta Health) Joint initiative with Health underway to develop: (1) interim joint budgetary projections (2) discussion paper by February 1991 (3) final budget projections. (FSS)	FSS and Health are jointly participating in a stakeholder consultation process. (FSS) Additional resources will be required to establish and operate services. (FSS)
8.9 Alberta Family and Social Services to develop and implement a plan to relocate persons with mental handicaps from institutions to community living with supports. Consistent with the Brassard Committee recommendation, the rate of institutional depopulation should be at least 20% per year. *Status of Recommendation: In Process.*	Implement by 1990	Deinstitutionalization planning underway to relocate 65 persons in 1990/91 and 100 persons per year for four years starting in 1992 to the community. Five year projections are being prepared, including building closures, transfer of resources from institutions to community, and modifications to capital renovations. (FSS)	The Senior Advisory Council supports this recommendation, but wishes to point out that this is not feasible for all older people with mental retardation, and that in all instances community care plans must be carefully developed (see the recommendation in the 1988 report of the Seniors Advisory Council).

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
9. Financial Supports		*•Career Development & Employment* *•Family & Social Services*	
9.1 In conjunction with the current review of Social Allowance, Alberta Family and Social Services to review and revise income support programs for persons with disabilities to ensure the following: •a program of long term support for those who need it - that includes the ability to provide for certain "one time only" or transitional expenses; •a benefit level that is more generous than Social Allowance and reflects a reduced ability to earn extra income for incidentals that are not part of the standard benefits package; •a program that is non-stigmatizing with minimal administrative intrusion into the individual's affairs; •improved access to training and rehabilitation for those receiving benefits, through negotiation with Alberta Career Development and Employment regarding eligibility for training; •reduction of disincentives to attempting employment when possible by providing: -transitional medical benefits (i.e., the standard package of benefits available to persons receiving income support, including dental, medical, ambulance, and prescription medicines) for up to one year , for those who will not have access to similar benefits through an employee package; -more generous earnings exemption and slower reduction of assistance payments than those provided by Social Allowance; -front line staff to have adequate knowledge and understanding of both stable and fluctuating disabling conditions, so they can deal fairly with applicants. *Status of Recommendation: In Process.*	Immediately Beginning in 1991	Development of "Supports for Independence Program." Ministerial announcement of the new program and reforms to the way income support benefits are provided to persons with disabilities should occur in October 1990. (FSS)	The review of the AISH and Social Allowance programs is now complete. (FSS)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
9.2 Alberta Family and Social Services and Alberta Career Development and Employment to evaluate, modify and establish as a permanent program the Assured Income for the Severely Handicapped (AISH) /VRDP Assessment Project that was initiated on a pilot basis in 1989-90. This program must: •provide appropriate assessment for persons with all types of disabilities who apply for income support because of the disability and are identified as possible candidates for training through VRDP; •consider levels of employment potential that include supported or competitive employment; •focus on potential benefit to the individual given that individual's particular circumstances; •ensure that adequate short term income support is available for those who are accepted into training. *Status of Recommendation: In Process.*	Complete by 1991	CDE has completed an evaluation of the project. The pilot project provides contracted assessment services for Northern Alberta to determine if applicants to the AISH program are more appropriate for the VRDP program. (CDE) There has been considerable pressure for a similar project in Southern Alberta. (CDE) Recommendations from the evaluation include: -establishing the AISH/VRDP Assessment pilot project as an ongoing assessment service -expand target group and eligibility criteria. (CDE) FSS made a proposal to access CDE resources to undertake an assessment of this project. FSS is represented on the steering committee. Project will evaluate the success of the process, viability of the assessment and results. Project will assist CDE in making the decision to extend the pilot to the southern part of the province. Report due September 30, 1990. (FSS)	CDE is leading an evaluation on this project. This has been a successful cooperative effort. (FSS)

Action Plan Recommendations	Timeframe	Departmental Responses	Comments/Observations/Issues
10. Information			
10.1 Recreation, Parks and Wildlife Foundation of Alberta to review its funding commitment to establish a Centre for Well Being in the province with a view to:		*•Alberta Recreation & Parks*	
•supporting an expanded role for the Centre to include the development of a regional database and the utilization of the Disability Information Services of Canada (DISC) system to create an Alberta Information Network;	Database development to begin in 1990	Discussions with the Centre have been ongoing for several months. Computer equipment was procured by the Premier's Council from the Premier's Commission.	Council is prepared to commit some funds for initial setup.
•establishing the Alberta Information Network as a separate project within the Alberta Centre for Well Being, with regional databases initially in Edmonton, Calgary and Lethbridge;			
•establishing a stakeholder advisory committee to ensure consumer input into the development and utilization of the network;			
•following the initial three year development phase for the Centre, Recreation, Parks and Wildlife Foundation of Alberta, in cooperation with The Premier's Council, to explore strategies for long term maintenance and further development of the Alberta Information Network within the Alberta Centre for Well Being.			
Status of Recommendation: In Process.			

APPENDICES

PREMIER'S COUNCIL ON THE STATUS OF PERSONS WITH DISABILITIES:
Action Plan Recommendations to be Implemented and/or Completed in 1990-91

1. Alberta Health - Nancy Betkowski, Minister

8.3 Modify existing programs and services under departmental jurisdiction to reach the long term goal of a single source of personal supports, as follows:

- modify the mandate of Coordinated Home Care from a focus on early exit from or delayed entry to hospital to include providing medical and non-medical supports for those with long term care needs in their homes

- initiate an expansion of the eligibility criteria for those under 65 years of age by adding non-medical entry criteria, developing some priorities and reviewing other models such as the Polio Program which provides dollars rather than direct service

- review the policy on eligibility for Aids to Daily Living with a view to ensuring that the program is applicable to people of all ages with all types of disabilities and that the program is equitably applied.

8.6 Articulate a philosophy within mental health services that reflects recognition of the advances in both medical and non-medical treatment of chronic mental illness

8.7 In conjunction with this philosophy, improve the balance between institutional and community resources in mental health services by:

- ensuring that funding policies to institutions encourage development and implementation of outreach community follow-up programs. Institutions must take the lead in the future development of community support services

- evaluating existing models of community support for people with chronic, disabling mental illness, such as the Dane County model, and implementing these or similar models.

2. Alberta Family and Social Services - John Oldring, Minister and Roy Brassard, Associate Minister.

1.6 Pursue a funded mandate to support non-vocational training services to persons with disabilities who do not choose to participate in vocational training.

8.4...Modify programs under departmental jurisdiction to reach the proposed long term goal of a single community supports unit.

This includes the following:

- ensure that children across the province have equal access to Handicapped Children's Services benefits through adequate funding levels, staff knowledge and prompt provision of information to parents

- focus more program resources on funding for early identification and intervention strategies

8.9 Develop and implement a plan to relocate persons with mental disabilities from institutions to community living with supports

9.1 In conjunction with the current review of Social Allowance, review and revise income support programs for persons with disabilities.

3. Alberta Health - Nancy Betkowski & Family and Social Services - Messrs Oldring and Brassard

8.2...The Minister of these departments, in conjunction with the Premier's Council, to establish a Community Supports Unit Task Force to provide direction in the design and implementation of the unit (described under Cabinet recommendation 8.1).

8.3 (subsection 3) Health, in collaboration with community agencies and Family and Social Services, develop and publish guidelines on ethical behavior, appropriate attitudes toward persons with disabilities, and employer/employee rights and responsibilities for those providing personal care services in the province. Distribution through health units and social services offices.

8.5 To ensure that individual service needs will be met for all persons with disabilities, health and Family and Social Services to examine the feasibility of an individualized service planning and funding model in which one option would be dollars going to the client. Models exist in both departments at this time.

8.8 Sponsor a planning conference with Alberta Family and Social Services and community stakeholders to look at the current spectrum of services for persons with brain injuries and to develop a comprehensive plan for services in Alberta.

4. Career Development and Employment - Norm Weiss, Minister

1.3...A senior staff person will be responsible for the development and implementation of the vocational services policy in addition to assuming the role of provincial coordinator for VRDP (Vocational Rehabilitation of Disabled Persons).

1.4 Review programs, services and policies in light of the present and forthcoming mandate, and develop a new policy on vocational services that more closely reflects the intent of the VRDP Agreement.

1.5 The new policy directions outlined above will necessitate a review and restructuring of procedures in vocational services. In consultation with stakeholders in government and the community (vocational program operators, consumers) the department will revise procedures as appropriate.

2.1 In consultation with employers and stakeholders, develop strategies to increase the employment rate of persons with disabilities and ensure their equitable representation at all income levels.

5. Career Development and Employment - Norm Weiss & Family and Social Services - Messrs. Oldring and Brassard

1.1...Career Development and Employment to negotiate with Family and Social Services for the transfer of FSS programs that are cost shareable under the VRDP Act, and their associated resources to Career Development.

2.1...(subsection 3) Transfer responsibility and resources for employment services and programs from Family and Social Services to Career Development and Employment. (Note: this is essentially the same as 1.1 which refers to training services)

9.2...Family and Social Services and Career Development and Employment to evaluate, modify as necessary, and establish as a permanent program the AISH/VRDP Assessment Project that was initiated on a pilot basis in 1989-90.

6. Alberta Transportation and Utilities - Al Adair, Minister

5.1 Develop a barrier free transportation and mobility policy.

5.3 Review and amend the Highway Traffic Act (or other more appropriate vehicle) to permit enforcement of designated parking use in municipalities.

5.4 Establish a stakeholder advisory committee to assist in the development and implementation of the policy on barrier free transportation and mobility.

5.5 A senior staff person reporting to the Deputy Minister will be responsible for development and implementation of barrier free transportation and mobility policy, in consultation with stakeholder advisory committee.

7. Alberta Recreation and Parks - Stephen West, Minister

4.1 Develop a policy on barrier free design and access to all publicly funded parks and recreation facilities.

4.3 A senior staff person in Alberta Recreation and Parks, reporting to the Deputy Minister, will be appointed to be responsible for 4.1.

10.1 Recreation, Parks and Wildlife Foundation of Alberta to review its funding commitment to establish a Centre for Well Being in the province with a view to supporting an expanded role for the Centre to include the development of a regional database on disability and the utilization of the DISC network to create an Alberta Information Network.

8. Alberta Labour - Elaine McCoy, Minister

6.3 Include amendments to the Alberta Building Code to ensure a broader range of housing options for persons with disabilities.

7.1 Adopt the recommendations proposed by the Barrier Free Design Committee for amendments to the Alberta Building Code in its 1990 review.

7.2 Strengthen the role of the Barrier Free Design Committee.

7.3 Sponsor a Premier's Barrier Free Design Award program to recognize efforts to incorporate innovative barrier free design construction.

9. Alberta Economic Development and Trade - Peter Elzinga, Minister

6.1 Develop a comprehensive housing policy that will ensure that Albertans with all types of disabilities can choose from a range of affordable and accessible housing options.

6.2 Establish a cross-disability advisory committee to assist in developing and implementing this policy.

6.4 Strongly recommend to municipal governments that they amend zone by-laws so that group homes are categorized as "Permitted Use" rather than "Discretionary Use", within residential areas.

10. Alberta Culture and Multiculturalism - Doug Main, Minister

4.4 A senior staff person, reporting to the Deputy Minister, will be responsible for the development and implementation of the barrier free policy.

11. Alberta Lotteries - Ken Kowalski, Minister Responsible

7.7 Revise granting criteria for the Community Facility Enhancement Program to include barrier free access requirements.

12. Personnel Administration Office -Elaine McCoy, Minister Responsible

2.2 Develop a provincial employment equity policy that will remove barriers to employment of persons with disabilities within the Alberta Government. This policy must be developed in consultation with the various stakeholders.

13. Personnel Administration Office - Elaine McCoy, Minister Responsible & Career Development and Employment -Norm Weiss, Minister

2.3 In consultation with consumer groups and training services, modify and expand the Special Placement Program.

14. Education - Jim Dinning, Minister

3.1 Complete development of policy and regulations to accompany the School Act. Initiatives to accomplish this include:

•ensure barrier free environment in all schools through awareness of barrier free design and funding priority

•funding only to preschool programs that are open to accepting all children with disabilities

•improvements to the assessment process by making assessments more timely and appropriate - details on page 25.

•revision of activities leading up to the formal appeal process by introducing a mediator of agreement is not reached about placement within 30 days

•active involvement of parents in educational program design and implementation

•improved resources and inservice programs for teachers and teacher aides

•clarify responsibility for the health and medical care needs of students, including the limits of responsibility and liability

3.2 Develop a database to evaluate the adequacy of funding allocations to school boards, based on instructional needs and support requirements, with a view to reevaluating current funding. A second component to be studied is the efficacy of block versus individual funding mechanisms in terms of meeting student needs.

3.3 Develop a mechanism that will require schools and boards to be accountable for how funds designated for students with disabilities are spent.

3.4 Designate a senior staff person who is knowledgeable about both disabilities and education.

3.5 Develop training and performance standards for personnel other than classroom teachers are are hired to support the child in an integrated classroom.

15. Advanced Education - John Gogo, Minister

1.7 Direct a review and revise the policies of the Student Finance Board that deal with financial aid to students pursuing post secondary education and training.

1.10 Support and enhance the training of sign language interpreters to increase the number of interpreters and to improve their skill levels to meet the needs of people who are deaf, particularly in the educational arena.

3.7 In conjunction with the Alberta Teachers Association, review and revise, as necessary, standards for teacher training to ensure an increased focus on:

•information about disabling conditions and ways to ameliorate the "handicap" through education, technical aids and attitude change

•child/teacher interactions and individualization of instructional techniques and improved remedial skills.

LIST OF DEPARTMENTS/MINISTERS RESPONDING TO ACTION PLAN

Alberta Advanced Education (Honourable John Gogo)

Alberta Career Development & Employment (Honourable Norm Weiss)

Alberta Culture & Multiculturalism (Honourable Doug Main)

Alberta Economic Development (Honourable Peter Elzinga)

Alberta Education (Honourable Jim Dinning)

Alberta Family & Social Services (Honourable John Oldring; Associate Minister: Honourable Roy Brassard)

Alberta Health (Honourable Nancy Betkowski)

Alberta Labour (Honourable Elaine McCoy)

Alberta Lotteries (Honourable Ken Kowalski)

Alberta Municipal Affairs & Housing (Honourable Ray Speaker)

Alberta Public Works, Supply & Services (Honourable Ken Kowalski)

Alberta Recreation & Parks (Honourable Steve West)

Senior Advisory Council for Alberta (Honourable Thos Musgrave, MLA)

Alberta Transportation & Utilities (Honourable Al Adair)

Alberta Treasury (Honourable Dick Johnston)

APPENDIX C

COMMUNICATIONS PLAN

Communications Strategy

Government Response to the Action Plan
Premier's Council on the Status of Persons with Disabilities
February 4, 1991

Objectives

- To communicate government's overall response to the Action Plan.
- To provide a coordinated umbrella for subsequent announcements by individual Ministers.
- To recognize and support the work of the Premier's Council.
- To demonstrate a caring government committed to actions supporting disabled persons.
- To assist in keeping government departments informed of developments related to the Action Plan.

Major Premises of the Premier's Council Action Plan

- A disability should not deny anyone access to the same services, rights and responsibilities as others.
- Changes and improvements in government policies should shift the focus of awareness from the limitation to the person, and from the disability to the ability .

Strategy

An initial announcement

An overall government response to the Action Plan should be announced by government. Components of the announcement would include:

- a statement of government's overall commitment to the Action Plan

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Alberta EDUCATION

- identification of the initiatives already under way or implemented

- all or some of the five specific initiatives identified for phase one: Home Care, Aids to Daily Living, Community Supports Unit, Policy on Special Needs Students, and Vocational Rehabilitation for Disabled Persons Program

- a focus on the longer term strategy for ensuring continuing coordinated action by government

Key individuals to be involved in the announcement would include:

- Premier Getty
- Hon. Jim Dinning, Minister responsible for the Premier's Council
- Mr. Gary McPherson, Chairman, Premier's Council
- Ministers responsible for key components of the announcement:
    - Hon. Nancy Betkowski
    - Hon. John Oldring
    - Hon. Norm Weiss

Suggestions for the announcement include:

- inclusion in the Throne Speech
- statement in the Spring Session by Premier Getty to be followed by either:
    - a joint news conference immediately following Question Period, or
    - combining the announcement with an event promoting awareness of the abilities of disabled people. An event could be planned at the ACT Centre, the Rick Hansen Centre, or in cor junction with other events focusing on disabled persons. Involving disabled children would allow us to focus on the future for these young people. Details of such an event could be planned in conjunction with the Premier's Council.

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Directors of Communications from the departments involved will be responsible for preparing briefing information on components of the government response affecting their Ministers.

Timing of the announcement should coincide, if possible, with approval of all or some of the five major components. Since some of these initiatives are the subject of RFD's, the earliest anticipated timing is likely mid to late March.

Follow-up activities

This initial announcement will provide a framework for subsequent specific announcements by Ministers and departments. Specific initiatives must be tied back to the Premier's Council Action Plan and give clear recognition of the work of the Premier's Council. This is essential to demonstrate that government is responding in a positive and coordinated manner.

External Communications Activities

A single corporate message should be developed and used on all announcements of initiatives or actions tied to the Action Plan. A suggested message is:

> **"Working together to guarantee disabled people access to the same services, rights and responsibilities as all Albertans." or simply "Working together to guarantee access."**

The Premier's Council should be informed of and preferably involved in all announcements of follow-up activities related to the Action Plan. Individual Ministers should advise the Honourable Jim Dinning of any subsequent announcements.

A series of feature stories will be prepared focusing on different components of government's response to the Action Plan. These feature stories will be coordinated with the respective departments involved and distributed to:

- all MLA's for use in MLA columns and constituency newsletters
- all media
- Economic Development for possible use in Venture magazine
- Tourism for possible use in promoting Alberta as an accessible tourist destination for disabled persons.

Target Audiences

In general terms, the overriding target audience includes all Albertans. Within this scope, however, there are particular groups, community associations and individuals which can be targeted. Communication's directors involved in the Premier's Council Action Plan have agreed to identify their respective target audiences and to take responsibility for ensuring that these groups receive the relevant information. Alberta Education Communications Branch will assume responsibility for the overall communications to the general public and will also coordinate the target audience information among departments to eliminate unnecessary duplication.

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Internal Communications Activities

Currently there is some uncertainty about responsibility of various departments for following up on the Action Plan. If this issue is not addressed, it could hamper efforts to move forward with the Action Plan in a deliberate and coordinated manner.

Across government departments involved in the Action Plan, there needs to be a coordinated means of keeping appropriate people well-informed about initiatives and developments related to the Action Plan and to ensure that it continues to be a clear priority of government.

It is suggested that:

- members of the interdepartmental Assistant Deputy Minister Action Plan Coordinating Committee be responsible for ensuring that their respective departments, including their communications directors, are well informed about the status of follow-up initiatives.

- the chairman of the committee and the director of communications for Alberta Education be responsible for coordinating communications activities related to the Action Plan on an ongoing basis. This would involve working closely with the Premier's Council and the communications directors of various departments.

- to ensure ongoing commitment, the Minister of Education provide regular updates to members of the Social Planning Committee on the status of implementation activities.

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APPENDIX D

"CLAIMING MY FUTURE"
INTERDEPARTMENTAL CONTACTS

CLAIMING MY FUTURE
INTERDEPARTMENTAL CONTACTS

	CONTACT PERSON
Alberta Advanced Education	Ralph Westwood Assistant Director Program Coordination Branch 7th Floor, Devonian Building 11160 - Jasper Avenue Edmonton, Alberta T5K 0L3 Ph.: 427-5634
Attorney General	Ian Hope Director Financial Services Mezzanine Floor, Bowker Building 9833 - 109 Street Edmonton, Alberta T5K 2E8 Ph.: 427-4997
Alberta Career Development and Employment	John Vallancourt Coordinator Counselling Unit 10155 - 102 Street Edmonton, Alberta T5J 4L5 Ph.: 422-1794
Alberta Culture	Ken McLean Director of Policy and Planning 16214 - 114 Avenue Edmonton, Alberta T5M 2Z5 Ph.: 427-2556
Economic Development and Trade	Francie Harle Acting Executive Director Business Counselling & Development 12th Floor, Sterling Place 9940 - 106 Street Edmonton, Alberta T5K 2PE Ph.: 427-5267

Alberta Education	Harvey Finstead Executive Director of Education Response Centre 6240 - 113 Street Edmonton, Alberta T6H 3L2 Ph.: 422-6326
Alberta Health	Cecilie T. Lord Director Research and Planning Branch 5th Floor, Hys Centre 11010 - 101 Street Edmonton, Alberta Ph.: 427-8890
Alberta Labour	Jack Freebury Manager Planning and Policy Unit Planning and Research Branch 3rd Floor, 10808 - 99 Avenue Edmonton, Alberta T5K 0G5 Ph.: 427-8531
Alberta Municipal Affairs	Brian Magee Director Policy and Program Development Planning Secretariat Housing Division 17th Floor, CityCentre Building 10155 - 102 Street Mail Station 17D Edmonton, Alberta Ph.: 427-8164
Alberta Public Affairs Bureau	Gerry Bourdeau Director Senior Public Affairs Social Portfolio 2nd Floor, 10044 - 108 Street Edmonton, Alberta Ph.: 427-4805
Public Works Supply and Services	George Gerencser Executive Director Project Management Division 6950 - 113 Street Edmonton, Alberta T6H 5V7 Ph.: 422-1675

Alberta Recreation and Parks	Dave Arsenault Section Head Fitness and Leisure Room 905, Standard Life 10405 Jasper Avenue Edmonton, Alberta T5J 3N4 Ph.: 427-4471
Solicitor General	Peter Gick Assistant Executive Director Corporate Services 10th Floor, John E. Brownlee Building 10365 - 97 Street Edmonton, Alberta T5J 3W7 Ph.: 427-3464
Alberta Transportation and Utilities	Brian Marcotte Director of Urban 1st Floor, Twin Atriam Building 4999 - 98 Avenue Edmonton, Alberta T6B 2X3 Ph.: 427-4575